

 mercury walch	 enviroguard™ accredited innovation	This procedure is uncontrolled when printed. 	
	Approved by: General Manager	Date of Issue: 20 July 2021	Section: 1.21
Policies		General Employment Conditions Policy	

1.21 GENERAL EMPLOYMENT CONDITIONS POLICY

It is Mercury Walch policy to treat job applicants and employees in the same way, regardless of their sex, sexual orientation, age, race, ethnic origin or disability.

It is Mercury Walch policy not to use Child Labour or Forced Labour.

It is Mercury Walch policy to ensure employees have a right to Freedom of Association and the Right to Collective Bargaining.

Discrimination

Mercury Walch is an equal opportunity employer. Equal opportunity is about good employment practices and efficient use of our most valuable asset, our employees. Every Manager and employee has personal responsibility for the implementation of the policy.

Mercury Walch will not discriminate against employees on the grounds of sex, marital status, ethnic origin, color, nationality, disability, age, sexual orientation or other grounds of discrimination.

This policy applies to the advertising of jobs, recruitment and appointments, training, conditions of work, pay and every other aspect of employment. The policy also applies equally to the treatment of our customers/clients. Staff involved in recruitment should request training if they have any doubt about the application of this policy. The Company considers that harassment of employees, contractors, site visitors or members of the public is an unacceptable form of behavior, which will not be tolerated in any form or manner.

Child or Forced Labour

Mercury Walch shall not employ workers below the minimum age as stated under Australian law and its preferred position is that all full-time permanent employees are to have completed Grade 10 schooling as the minimum. All new employees before commencing work must provide evidence to verify their age.

Mercury Walch does not practice any form of forced or compulsory labour. All employment relationships are voluntary and based on mutual consent without threat. Working conditions at Mercury Walch are governed by the Graphic Arts, Printing & Publishing Award, and a site-specific Enterprise Bargaining Agreement.

Freedom of Association and Right to Collective Bargaining

All Mercury Walch employees have the right to freedom of association and the effective right to collective bargaining. All employees can join worker organisations of their own choosing. Mercury Walch will and does engage with employee representatives seeking to establish site bargaining agreements.