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System Support Documents	QMS – Employment Provider Policy
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**Objective:**

At WAMMCO International Katanning we strive to engage in ethical and sustainable relationships with all people, whether they are our direct employees, or as part of our supply chain, including suppliers, third party labour hire providers, labour hire workers, contractors, customers, the community, and stakeholders we engage with.

All Employment Providers are expected to comply with the following:

- Applicable Taxation Laws, and Superannuation laws.
- Occupational health and safety laws.
- Workers' compensation laws.
- Labour hire industry laws.
- Workplace laws.
- Migration laws.
- Applicable minimum accommodation standards.
- Comply with all Federal and State legislative requirements.
- Comply with all WAMMCO relevant HR policies and procedures including the Code of Conduct, OHS Policy and Statement, EEO, Anti-Discrimination, Harassment and Bullying Policy, and any other policies as may be required and/or updated.
- Align with WAMMCO's values and commitment to Ethical Sourcing (eliminating Modern Slavery) and Labour Standards.
- Maintain insurance coverage including Work Cover, Professional Indemnity and Public Liability.
- Demonstrate practices of compliance in employing workers with working rights in Australia.
- Use robust payroll practices with accurate and legitimate payment to workers – e.g., tax, penalty rates, superannuation, etc.
- Have a Safety Policy and Procedures with an open partnership with WAMMCO to ensure safe work practices are enforced, including site safety induction.
- Provide openness and transparency in all business matters relating to ethical trading.
- Provide a valid annual report demonstrating compliance with the Employer Provider Policy.

Anthony Bessell  
WAMMCO International  
Katanning Plant Manager

Date: 03/01/2024