



Narasell Pty Ltd Business Name Junee Prime Lamb

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## **Junee Prime Lamb** **Child Labour Policy**

Every child has the right to a healthy and safe environment with access to education, play and recreation, an adequate standard of living, and protection from abuse and harm. Junee Prime lamb takes a Zero Tolerance approach to child labour in any area of its operations or supply chain and does not tolerate children being exposed to any risk at its sites or services.

Junee Prime Lamb recognises that not all work done by children should be classified as child labour. This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays. When the appropriate protections are put in place, these kinds of activities contribute at children's development and to the welfare of their families, providing skills and experience for adult life.

Child labour may be:

- ❖ Work that is mentally, physically, socially or morally dangerous and harmful
- ❖ Work that fails to take into account compulsory schooling
- ❖ Work that requires children to combine school attendance with excessively and / or long and heavy work.

The worst forms of child labour involve enslavement, separation of children from their families and exposure to hazardous conditions.

It is widely reported and accepted that child labour in the workforce exploits children and interferes with a child's education, schooling and their long-term development, depriving them of their childhood.

It is Junee Prime Lamb policy that:

1. Junee Prime Lamb will comply with all Federal and State laws as well as relevant Federal industrial instruments in relation to the employment of children / juniors in the workplace, including but not limited to:
  - Australian Human Rights Commission Act 1986 (Cth)
  - Meat Industry Award 2020
2. Junee Prime Lamb will only allow children / juniors 16 years of age or older to be employed at any of its operations and where children are employed between 16 years of age and less than 18 years of age, will ensure those children / juniors are paid in accordance with all statutory minimum wages and hours of work.
3. Where any child / junior employed by Junee Prime Lamb can fully undertake their role at the same standard and competence as an adult employee, that child shall be paid no less than the adult rate applicable for that task or activity.
4. Where any child / junior employed by Junior Prime Lamb reached 18 years of age or older, that child / junior shall be paid at the equivalent adult rate of pay for that task or activity.
5. Junee Prime Lamb will not engage suppliers who employ child labour in breach of our standards.
6. This policy does not apply to relatives of staff members whose child / junior may be receiving “work experience” throughout any period of approved school holidays and paid no less than the applicable junior rate for that task or activity.

Heath Newton

Managing Director  
01 August 2023