



Narasell Pty Ltd Business Name June Prime Lamb

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June Prime Lamb

No Forced Labour Policy

June Prime Lamb states that under no circumstances will it make use of forced or bonded labour. All employees shall have the right to enter into employment voluntarily and freely, without the threat of a penalty. The policy is applicable to all personnel and any other person performing a task in the company.

June Prime Lamb's principle of No Forced Labour is based on International Labour Organisation (ILO) conventions and national laws and recognises regional and cultural differences.

June Prime Lamb forbids the use of coercion, violence, threats of penalties, or other intimidating practices like confiscation of personal documents or wage punishments.

Copies of documents are to be retained only if necessary to confirm the right to work and / or visa validity.

Employees shall have the freedom to terminate employment of indefinite or long duration by means of notice of reasonable length in accordance with national law or by mutual agreement, at any time without penalty.

Should an employee be on a contract of fixed duration they will not be required to serve beyond the expiry of their contract.

All terms and conditions of service should be specified in employment contracts for which the employees should provide informed written consent.

June Prime Lamb recognises the responsibility that it shares with suppliers, sub-contractors, and recruitment services (collectively referred to as "Suppliers") to tackle forced labour.

This policy represents a clear contractual obligation as a condition for any business relationship with June Prime Lamb.

June Prime Lamb will not tolerate the use of unlawful forced labour within and will not accept products or services from suppliers that employ forced labour or apply similar practices.

Forced labour is work performed under compulsion (including slavery, servitude and forced recruitment) and subject to a penalty. It is, in all its forms, an abuse of fundamental human rights and it is prohibited in all circumstances. It is explicitly banned by four major international human rights agreements: the 1926 Slavery

Convention: the 1948 Universal Declaration of Human Rights; the 1956 Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices similar to Slavery; and the 1996 International Covenant on Civil and Political Rights.

“Forced Labour” as presented in this policy refers to all forms of forced labour, including but not limited to: child labour, human trafficking (e.g. derived from migration for employment), involuntary prison labour, coercion in wage payment (including debt bondage and bonded labour), threat of disciplinary measures, compulsory overtime or document retention.

Reporting Forced Labour

All personnel engaged in operations at June Prime Lamb are encouraged to report any instance of non-compliance with this policy. Personnel should be aware that they have a moral and ethical duty to report such instances and should not fear retaliation. June Prime Lamb recognises the importance of confidentiality and will grant anonymity to any complainant who might wish so, giving that such information does not impede the investigation or resolution of the dispute. There is no limitation to the filing of complaints, in terms of accessibility to all employees.

Remediation and Punishment

Violations of this No Forced Labour Policy may lead to disciplinary action up to, and including, termination of employment / partnership. Any disciplinary process will be undertaken in accordance with all applicable local laws and other legal requirements. June Prime Lamb shall take immediate and effective measures to prevent and eliminate any form of forced labour such as debt bondage, serfdom, forced or compulsory labour, and all forms of slavery and practices similar to slavery.

Should June Prime Lamb be accused of, or found guilty of, negligence in assuring that no kinds of forced labour is taking place in the workplace, it will resolve the matter as soon as possible and provide remediation to the parties that may be victim of such negligence or mistake.



Heath Newton
Managing Director
02 August 2023