



# Foster's Ethical Procurement Code

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Foster's Group Limited ("**Foster's**") is a signatory to the United Nation's Global Compact and is committed to conducting business in accordance with the highest ethical standards. Foster's expects all of its suppliers to comply with the following standards in relation to the conduct of and expectations placed on its officers, employees and contractors (the supplier's "**workforce**").

Foster's expects all of its suppliers to:

## **International Convention Compliance**

- comply with all legislative and ratified International Labour Organisation conventions on the treatment of the supplier's workforce.

## **Forced Labour**

- not use forced, prison or slave labour in any form.

## **Child Labour**

- act in accordance with all legislative and ratified International Labour Organisation conventions relevant to children and not employ anyone under the age of 15 years, or higher if stipulated by local laws.
- ensure members of its workforce under the age of 18 are not prevented from accessing education as a result of the supplier's work practices.
- ensure members of its workforce under the age of 18 are protected from working conditions that could harm their health and safety.

## **Health and Safety**

- ensure Health and Safety policies exist that, at a minimum, comply with local laws.
- ensure a Health and Safety system exists that aims to reduce hazardous working conditions and work related injury and illness.

## **Employee Benefits, Working Conditions, and Working Hours**

- ensure its workforce receives legally mandated benefits in the form of a relevant minimum wage.
- ensure working hours comply with local laws and do not require its workforce to work excessive hours to a degree that may impact personal health and safety.
- treat its workforce fairly and provide them with workplaces free of harassment, abuse, intimidation, and corporal punishment.
- ensure its workforce is appropriately authorised and permitted to perform the work that they are engaged to do.

## **Discrimination**

- comply with all relevant laws in relation to discrimination on the basis of sexual orientation, gender, religion, race, disability, age, political affiliation, marital status or national origin.

## **Freedom of Association**

- allow employees the freedom to join a union or engage in other forms of collective bargaining if they so choose, to the extent permitted by law.

**Environmental Impacts**

- have a system to manage and reduce environmental impacts.
- at a minimum comply with local environmental laws.

**Audit and Compliance**

- allow an authorised representative of Foster's to audit their compliance with the above requirements.

In the supplier procurement selection process, Foster's evaluates potential new suppliers to ensure they understand these standards and can demonstrate a commitment to comply with this code.

Foster's will monitor supplier performance against the standards set out above by incorporating this code in its contractual agreements with suppliers. If an audit of a supplier reveals that they do not comply with the standards set out in this code, Foster's will work with the supplier in order to identify the cause of the problem and provide the supplier with an opportunity to rectify the problem.

With an extensive and varied supply chain, Foster's acknowledge that some suppliers will need support to improve standards, however if a supplier has refused to implement corrective actions to address problems and audits reveal consistent non-compliance with this code, Foster's may elect to stop working with the supplier and engage with an alternative supplier who can illustrate compliance with this code.

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