

POLICY

Human Rights

Overview

Schlam ⁽¹⁾ respects the human rights of all people involved our business activities.

We aspire to foster a safe and collaborative workplace in which all employees respect each other's diverse range of experiences and backgrounds.

Our commitment to human rights is a joint responsibility by all those involved in our business, including supply chains and business partners.

Purpose

The policy affirms Schlam's commitment to upholding and respecting fundamental human rights in all jurisdictions in which we operate.

Scope

The policy applies to all Schlam stakeholders, defined for this purpose all employees, directors, officers, consultants and contractors (collectively called "the employees") and supply chains of Schlam and related entities.

The policy defines how employees must conduct themselves whenever they are identified as a representative of Schlam. This may include times when employees are outside of the immediate workplace, working hours, out in the community or at a Schlam event on behalf of Schlam.

Policy

Our human rights is based upon the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

Schlam respects and supports the dignity, wellbeing and human rights of our employees, the communities in which we live and those affected by our operations.

Schlam ensures that the human rights of employees are upheld through our policies and practices., including every opportunity to express grievances and have them resolved in a fair, equitable and prompt manner.

Wherever we operate, we engage with communities to understand the social, cultural, environmental, and economic implications of our activities. We listen to and take actions to address complaints. We work to optimise the benefits and reduce the negative impacts of our activities, both for local communities and the countries where we operate.

We acknowledge and respect Indigenous peoples' connections to land and water, consistent with the UN Declaration on the Rights of Indigenous Peoples.

We reject any form of slavery, forced or child labour. We work to comply with our obligations under the Modern Slavery Act 2018 (Cth) by undertaking risk assessments to identify those parts of the business and supply chains where there is a risk of modern slavery practice and take action to mitigate those risks.

Through appropriate contractual arrangements, procurement principles and our general business conduct, we engage our consultants, agents, contractors, suppliers and all business partners so that they are aware and meet the expectation for us all to uphold these human rights commitments.

Related Documents

SCH-HR-POL-008 Diversity & Inclusion Policy

SCH-HR-POL-009 Code of Conduct Policy

SCH-HR-POL-010 Anti-Bribery & Corruption Policy

SCH-HR-POL-011 Indigenous Engagement Policy



Matthew Thomas

Chief Executive Officer (CEO)

Schlam Group

Schlam ⁽¹⁾ is a brand of related companies with common shareholders comprising of the following businesses:



Schlam Engineering Pty. Ltd. (ABN 74 145 218 944) now also marketed as Schlam People Solutions	Payload Industries Pty. Ltd. <i>trading as DT HiLoad</i> (ABN 96 611 121 610) now also marketed at Schlam Payload Solutions	The Pilbara Clean Machines Pty Ltd (ABN 15 118 342 895) now also marketed as TPCM
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