The Management of Rick's Doors are committed to meet the FSC® core labour requirements (Licence Code FSC-C131018). These include:

- The prohibition on the use of child labour, except in identified circumstances:
    - We know and understand the statutory legal minimum ages of employing children in Queensland, and the school leaving age and any other conditions that apply.
    - Employees under 18 only conduct hazardous or heavy work within the context of an approved apprenticeship or traineeship; and
    - We always ensure that all Employees are paid according to the relevant modern award/EBA and that such employment is not harmful to their health or development.
- The prohibition on all forms of forced labour:
    - We do not restrict workers, withhold funds for payment of obligations (unless required by law – e.g. Child Support payments), withhold passports or identification documents from them.
    - All employees are recruited into roles and paid minimum rates as prescribed by the relevant modern award/EBA.
    - All employees are verified to have the right to live and work in Australia under the relevant visa, residency, or citizenship requirements.
- Ensuring our workplace is free from all forms of discrimination:
    - We strive to have a diverse workforce in terms of age, ethnicity, gender, and other characteristics.
    - When recruiting for roles, we select the best candidate for the role without discrimination.
    - We ensure all employees are presented with equal opportunity to apply for other internal roles, promotion, salary increase and advancement.
    - We maintain a strict anti-discrimination policy in compliance with Australian Law.
- Allowing our Employees the right to Freedom of Association and Collective Bargaining.
    - We comply with the provisions of the Fair Work Act 2009 in relation to Freedom of Association and Collective Bargaining and the other general protections afforded in Australia.
    - Employees have the right to join or refuse to join a worker organization, without sanction or undue influence.
    - Employees have the right to be represented by a registered industrial organization in accordance with the Ac.
    - Employees have the right to bargain collectively and participate in industrial activity in accordance with the Act.

Rick's Doors has implemented the highest core labour requirements - whether it be Australian Law or the FSC Standard into our operation. To ensure compliance, we have completed a self-assessment and keep records to demonstrate compliance.

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