

1 Rights and obligations established by national and State law

MyEco Group Ltd. recognises the legal requirements set down by national and State law that relate to the fundamental requirements of this policy. Applicable laws include:

Commonwealth Legislation	Commonwealth Legislation
Age Discrimination Act 2004	Sex Discrimination Act 1984
Disability Discrimination Act 1992	Work Health and Safety Act 2011
Equal Employment Opportunity Act 1987	Workplace Gender Equality Act 2012
Fair Entitlements Guarantee Act 2012	Victorian Legislation
Fair Work Act 2009	Charter of Human Rights and Responsibilities Act 2006
Modern Slavery Act 2018	Child Employment Act 2003
Paid Parental Leave Act 2010	Equal Opportunity Act 2010
Racial Discrimination Act 1975	Occupational Health and Safety Act 2004

MyEco Group will comply with all Commonwealth and State legislative requirements.

2 Abolition of child labour

MyEco Group Ltd. prohibits the worst forms of child labour. To ensure children are not employed, MyEco Group Ltd. will verify the age of its employees upon employment, and any apprentices or trainees are signed up through an Australian Apprenticeship Support Network.

MyEco Group Ltd. do not use recruitment or employment agencies to ensure children are not employed. The minimum working age is different depending on the type of work conducted and the State it is conducted in within Australia. The FSC Requirement is described in the table below. Considering both the requirements of the State of operation and the FSC Requirements, we have determined the minimum obligations as follows:

State	FSC Requirements	Legal Minimum Working Age, compulsory school age & type of work	Determination as to Highest Applicable Requirement
Vic	7.2.1 The organization shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 7.2.2. 7.2.2 In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours. 7.2.3 No person under the age of 18 is employed in hazardous or heavy work except for the purposes of training within approved national laws and regulations.	For simple delivery roles must be at least 11 years old. A child employment permit must be obtained to work in casual or part-time jobs from age 13. No minimum working age for children working in a family business. Otherwise minimum employment age is 15. Minimum school leaving age is 17 unless the child has finished year 10 and undertakes education, training or employment for at least 25 hours per week.	Must not employ under 15 unless in light work and the work doesn't interfere with schooling. Must be in compulsory formal education until 17 unless the child has completed year 10 and undertakes education, training or employment for at least 25 hours per week. Must not work in hazardous or heavy work outside an approved apprenticeship or traineeship.

3 Elimination of all forms of forced and compulsory labour

MyEco Group Ltd. shall eliminate all forms of forced and compulsory labour. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty. MyEco Group Ltd. prohibits any practices indicative of forced or compulsory labour, including, but not limited to, the following:

- physical and sexual violence
- restriction of mobility/movement
- threats of denunciation to the authorities
- bonded labour
- retention of passport and identity documents
- withholding of wages /including payment of employment fees and or payment of deposit to commence employment

To ensure there are no forms of forced or compulsory labour, MyEco Group Ltd. will ensure all employees have an employment letter of offer or work agreement or contract that demonstrates that the employee can leave upon notice to MyEco Group Ltd.

Employment with MyEco Group Ltd. is voluntary, and workers can choose to leave their employment at any time without pressure, coercion or threat. Workers can move through the organisation/site without unreasonable restrictions.

MyEco Group Ltd. do not hold any personal documents of their employees. Workers to not pay any fees to access employment to the organisation.

4 No discrimination in employment and occupation

MyEco Ltd. Group shall ensure that there is no discrimination in employment and occupation. Employment and occupation practices are non-discriminatory.

MyEco Group Ltd. will not tolerate any form of harassment, discrimination and/or victimisation based on any grounds, including, but not limited to, the following:

- Sex
- Chosen gender
- Sexuality
- Age
- Religion
- Political opinion
- Medical record
- Marital or partnership status
- Race, colour, nationality, descent and ethnic, ethno-religious or national extraction
- Physical or intellectual disability
- Family or carer's responsibilities
- Trade union membership or non-membership
- Trade union or employee representative activity
- Criminal record
- Spouse or partner's identity
- Pregnancy or potential pregnancy

MyEco Group Ltd. provides equal opportunity for all staff to:

- Overtime
- Training
- Promotion

5 Respect freedom of association and effective right to collective bargaining

MyEco Group Ltd. respects freedom of association and the effective right to collective bargaining. Workers are able to establish or join worker organizations of their own choosing. MyEco Group Ltd. respects the full freedom of workers' organizations to draw up their constitutions and rules.

MyEco Group Ltd. respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights. MyEco Group Ltd. negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

6 Availability

This Core Labour Policy Statement will be made available to stakeholders.

7 Approval

Signed:



Name: Robert Morgan

Position:

Chief Technical Officer

Date: 08/09/2026

Version History:

Version	Date	Comment
1.0	30/08/2026	Initial Issue