

TRENDTRADE

I N T E R N A T I O N A L

Core Labour Policy

At Trendtrade we create & develop brands that are distributed through the world's leading retailers. Trendtrade International specialises in Stationery, Pet (accessories and food), Travel, Luggage, Beauty, Health and Wellbeing, Automotive, Toys, Outdoor Sports, Water Play, Gifting and Holiday. As part of our commitment to the environment and communities in which we operate, we ensure our operations are compliant with core labour requirements. In particular, Trendtrade is committed to:

- **Abolition of child labour**
Trendtrade does not employ any child under the age of 15 and ensures any workers between 15-18 do not undertake hazardous tasks.
- **Elimination of all forms of forced or compulsory labour**
Trendtrade recognises that all workers are free to resign at any time in accordance with termination policies. No workers are employed against their will or made to work against their will and are paid in accordance with national awards, enterprise agreements, and negotiated salaries.
- **Elimination of discrimination in respect of employment and occupation**
Trendtrade is an equal opportunity employer and is committed to the principles of Equal Employment Opportunity. This means Trendtrade ensures that all applicants for selection or promotion are not discriminated against. Trendtrade supports the creation of working conditions which ensure all employees have an equal chance to seek and obtain employment, promotion, training and the benefits of employment.
- **Respect of freedom of association, and effective recognition of the right to collective bargaining.**
Trendtrade recognises that all workers have the right to join employee representative organisations, and the right to collective bargaining of employment contracts.