



Core Labour Policy

Shamrock is a wholesale art and craft company that supplies products to retail partners through Australia and the world. As part of our commitment to the environment and communities in which we operate, we only use ethically sourced and FSC produced products. Central to this commitment is to ensure our operations are compliant with core labour requirements. Shamrock is committed to:

- **Abolition of child labour**
Shamrock 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**
Shamrock 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**
Shamrock is an equal opportunity employer and is committed to the principles of Equal Employment Opportunity. This means Shamrock ensures that all applicants for selection or promotion are not discriminated against. Shamrock 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.**
Shamrock recognises that all workers have the right to join employee representative organisations, and the right to collective bargaining of employment contracts.