



Core Labour Policy

Caldwell Contracting is committed to conducting our operations in an ethical manner and have a zero tolerance approach to modern slavery. We support New Zealand's Plan of Action against Forced Labor, People Trafficking and Slavery and any future legislative regimes targeting these issues.

This Policy demonstrates our commitment to align with FSC® - Forest Stewardship Council® requirements on labour practices and human rights.

It is important to note that a substantial portion of the FSC® labour requirements align with New Zealand's Employment Relations Act, 2000, which we fully embrace as responsible citizens and employers.

Scope:

This Core Labour Policy underlines our commitment to identifying, preventing and addressing any forms of modern slavery, forced labour and workplace abuse within our business. This policy applies to all individuals including senior management, employees (whether permanent, fixed term or casual), consultants, trainees or any other person conducting business for or on behalf of Caldwell Contracting.

Definitions:

Modern slavery is severe exploitation that a person cannot leave due to threats, violence or deception.

Forced labour is all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Child Labour refers to work that is a) mentally, physically, socially or morally dangerous and harmful to children and that b) interferes with children's schooling by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

Policy:

Child Labour: Caldwell Contracting prohibits the use of child labour and adheres to all applicable laws and regulations regarding minimum age of employment.

<https://caldwellcontltd.sharepoint.com/sites/General/Shared Documents/Induction @caldwells/HR/Core Labour policy 2026.docx>

Equal Opportunity: We do not tolerate discrimination based on race, gender, age, marital status, disability or any other protected status specified in the Human Rights Act 1993 and the Employment Relations Act 2000.

Forced or Compulsory Labour: Caldwell Contracting do not engage in, support or tolerate forced or compulsory labour, including bonded labour, restriction of mobility/movement, retention of passport or identity documents, or any form of modern slavery. All Caldwell Contracting relationships are free from coercion.

Freedom of Association and Right to Collective Bargaining: Caldwell Contracting respects the right of our employees to form or join trade unions or worker associations of their choice.

Employment Conditions:

- Caldwell Contracting ensure that all staff are provided and understand their employment contract prior to employment start date.
- Employees do not pay any direct or indirect fees to obtain employment, nor do we withhold wages for any reason.
- Caldwell Contracting provides employees with fair and competitive wages and working conditions that meet or exceed applicable legal requirements and industry standards.
- Caldwell Contracting are committed to providing safe and healthy working conditions for all employees. We identify and mitigate workplace hazards and encourage all employees to report safety concerns without fear of reprisal.

Version History

Date	Reviewed by	Amendment
August 2026	Alan Caldwell	Created