

ETHICAL CODE



Our Ethical Code

INTRODUCTION

Peerless Foods is an Australian owned Food Manufacturer and supplier of oleos, oils, fats, and margarines. Peerless supplies a diverse range of products to local and overseas markets and upholds the highest standards of ethical conduct. Every employee shares this responsibility. Our Code of Ethics serves as a guiding light, ensuring all actions and decisions align with our core values, industry standards, and societal expectations.

EMPLOYMENT STANDARDS

- Employment is freely chosen, with no forced, bonded, or involuntary labour.
- Workers retain their identity documents and can terminate their employment after reasonable notice.
- Employment practices align with the National Employment Standards, State Awards, or other relevant regulations, ensuring compliance with the Fair Work Act 2009.
- Child labour, domestic slavery, and human trafficking are strictly prohibited.
- We maintain fair recruitment practices, ensuring equality and transparency for all potential employees.

FREEDOM OF ASSOCIATION

- All workers have the right to join or form trade unions and to bargain collectively.
- We maintain an open attitude towards trade union activities and do not hinder their operations.
- Worker representatives can freely perform their duties without facing discrimination, in compliance with Australian workplace laws.

SAFE WORKING CONDITIONS

- We are committed to providing a safe and healthy work environment, actively mitigating work-related hazards. This includes strict compliance with Australian Work Health and Safety (WHS) laws and industry-specific safety protocols.
- We conduct regular risk assessments and safety audits, ensuring our facilities meet or exceed legal requirements.
- Workers receive regular health and safety training, which is documented and reviewed periodically.
- Clean toilets, drinking water, and food storage facilities are available to all employees.
- Both management and employees share responsibility for health and safety, with clear protocols in place to address and report potential hazards.
- We provide access to mental health resources and ergonomic work environments to ensure both physical and mental well-being.

FAIR COMPENSATION

- Wages meet or exceed national or industry benchmark standards, ensuring all employees are compensated fairly for their work.
- Employees receive clear documentation regarding their compensation, including any overtime pay, in accordance with National Employment Standards, Awards, or Enterprise Agreements.
- Deductions as a disciplinary measure are strictly prohibited, ensuring transparency in pay practices.

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REASONABLE WORKING HOURS

- We adhere to national regulations and industry standards concerning working hours, ensuring employees do not work excessive hours that could impact their health and well-being.
- Overtime is voluntary and is compensated as per the relevant National Employment Standards, Awards, or Enterprise Agreements.

EQUALITY AND INCLUSIVITY

- Discrimination in any form, whether based on race, gender, age, or any other criteria, is not tolerated.
- We actively foster a diverse and inclusive environment where every employee feels valued. We ensure equal opportunities for all, from recruitment to career progression.

REGULAR EMPLOYMENT

We prioritise recognised employment relationships, consistent with national employment laws, ensuring job security and fair treatment of all employees.

RESPECTFUL TREATMENT

Harsh or inhumane treatment, including physical abuse, verbal harassment, or any form of intimidation, is strictly prohibited. We foster a culture of mutual respect and dignity.

CONFLICT OF INTEREST

Employees must disclose any potential conflicts of interest and avoid situations where personal gains might conflict with the company's interests. Transparency in decision-making is a core value.

ENVIRONMENTAL RESPONSIBILITY

- We are dedicated to minimising our environmental footprint. This includes proactive waste management, sustainable sourcing, energy efficiency initiatives, and reducing carbon emissions.
- We comply with all relevant environmental laws and regulations and strive to exceed these requirements wherever possible.
- Our environmental initiatives include partnerships with environmental organisations and certifications that demonstrate our commitment to sustainability. We regularly review and improve our environmental policies.

CUSTOMER & CLIENT RELATIONS

Honesty in advertising, respect for client confidentiality, and fair pricing are non-negotiable. We uphold these principles in every interaction with our customers and clients, ensuring trust and transparency.

SUPPLIER & PARTNER RELATIONS

- Ethical business practices extend to our suppliers and partners. We expect the same standards of integrity, environmental responsibility, and ethical conduct in return.
- We monitor and assess our suppliers to ensure alignment with our Code of Ethics, fostering long-term partnerships based on shared values.

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REPORTING & FEEDBACK

- We encourage employees to report any breaches of this Code without fear of retaliation. An anonymous reporting mechanism is in place to ensure a safe and confidential process.
- Employees are welcome to provide feedback on the Code, ensuring its continuous improvement in line with evolving industry standards and societal expectations.

CHILD LABOUR SHALL NOT BE USED

There shall be no new recruitment of child labour.

Employment of any worker shall follow guidelines laid down in either National Employment Standards, or National and State Award.

REVIEW & ACCOUNTABILITY

This Code undergoes regular reviews to remain up-to-date with societal, industry, and legal standards.

Breaches of the Code have serious consequences, up to and including termination of employment. We expect all employees to adhere to these guidelines rigorously, and management is committed to enforcing them consistently.

CONCLUSION

By upholding the Peerless Code of Ethics, we reinforce our commitment to excellence, responsibility, and integrity. Together, let us create a legacy of responsible business practice, paving the way for a better, more sustainable future.

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