

**Human Rights/Modern Slavery/Child Labour**

SKG Services follows closely the ISO 26000 Standard, AS/NZS 45001:2018, ISO 9001:2015 (Section 7 – working environment), BSCAA and ASIAL awards, pay rates and working hours and general conditions to ensure that as a company all the necessary working conditions are satisfied. Compliance extends to industrial relations, grievance procedures, probation requirements and termination activities.

SKG Services, as a recent winner (2015 and 2016) of the Cleaning Company of the Year prides itself on being in tune with the latest work and technological developments that render cleaning tasks safer, more efficient, and greater value for money invested.

SKG Services adheres to all relevant Australian Laws, Regulations, Safe Work Australia Codes of Practice and Fair Work Australia Workplace Agreements – as these apply to the company’s operations.

SKG Services does not engage in bonded labour, child labour and inhumane treatment of workers including ensuring all workers do not exceed their legal required accumulated hours and does not employ workers under the age of eighteen years. Further the company provides additional mentoring for all new staff to ensure that they develop in the job and gain in competence and are fully aware of safety and environmental issues. SKG Services also monitors our sub-contractors closely to ensure that they follow all the necessary legislative and regulatory requirements for the payment of cleaners and facilities management staff.

The company does not source any products from countries that engage in child or bonded labour or with harmful working conditions.

If it is found that any of our associated suppliers or service providers has or still engages in any of forms of modern slavery, child labour or any other human rights violations we exercise our right to terminate their services immediately.

SKG Services only engages with suppliers and service providers that are reputable and clearly meet our standard of ethical supplying and employment. As an additional measure we also engage the services of ‘CM3’ who monitor our Service Providers and ensure they are all legally and ethically compliant. SKG Services will not engage the services of a service provider until they are ‘CM3’ certified.