

## The Saul SMSF Pledge

1. The Saul SMSF Pledge sets out our commitment to comply with all applicable laws and human rights and fair labour standards, including those based on:
  - United Nations Universal Declaration of Human Rights,
  - United Nations Convention on the Rights of the child,
  - United Nations Convention on the Elimination of All Forms of Discrimination against Women,
  - International Labour Organisation (ILO) Conventions.
2. Saul SMSF commits to comply with all applicable local laws as their first obligation. Where local laws and regulations conflict with or set a different standard to the international standards, such as applicable ILO or United Nations Conventions, we pledge to abide by the principles that provide the highest protection to the workers and environment.
3. Saul SMSF pledges to respect our workers' rights to freedom of association and collective bargaining.
4. Saul SMSF will not tolerate any form of discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, social background, ethnic and national origin, disability, nationality, membership of workers' organisations, political affiliation, sexual orientation, gender identity, intersex or any other personal characteristics.
5. Saul SMSF commits to comply with the wages mandated by the government's minimum wage legislation, awards, or approved collective workplace or enterprise agreements, whichever is higher.
6. Saul SMSF commits to comply with obligations under occupational, work, health and safety laws and to establish and follow a clear set of standards and procedures regarding occupational, work health and safety.
7. Saul SMSF commits to providing its workers with understandable information about their rights, responsibilities, and employment conditions.
8. Saul SMSF will not tolerate child labour as defined by ILO and United Nations Conventions and/or by national law.
9. Saul SMSF does not tolerate any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour (modern slavery).

10. Saul SMSF commits to comply with procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment.
11. Saul SMSF commits to realising ISO 26000 – sustainability and minimisation of greenhouse gas emissions for a minimal footprint on our planet. Saul SMSF has committed to achieving net-zero greenhouse gas emissions by 2030 for our own operations.
12. Saul SMSF does not tolerate any act of corruption, extortion, embezzlement, or bribery, including, but not limited to, the promising, offering, giving or accepting of any improper monetary or other incentive.
13. Saul SMSF is committed to creating a safe, respectful and inclusive culture for all our people.