

At Drakes we are committed to upholding human rights, fair working conditions and environmental protection

In accordance with our customers, the community, and the requirements of Federal and State legislation, we endeavour to always operate in this manner and we expect the same from our, suppliers, and labour hire companies.

Labour rights

- Employment is freely chosen
- There is no forced, bonded or involuntary prison labour
- Workers are not required to lodge deposits or their identity papers with their employer and are free to leave their employer after reasonable notice
- Freedom of Association and the right to collective bargaining are respected
- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities
- Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace
- Where the right to freedom of association and collective bargaining is restricted under legislation, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining

Working Conditions

- A safe and hygienic working environment shall be provided, and adequate steps shall be taken to prevent accidents and injury to health in the working environment
- Workers shall receive regular and recorded health and safety training, and such training shall; be repeated for new or reassigned workers
- Access to clean toilet facilities and clean and drinkable water and, if appropriate, sanitary facilities for food storage shall be provided
- Suppliers will ensure that personal protective equipment is available, and workers are trained in its use. Safeguards on machinery must meet or exceed local laws
- Suppliers shall assign responsibility for health and safety to a senior management representative

Entitlement to Work and Immigration

- Only workers with a legal right to work in Australia shall be employed by us
- All workers, including employment agency staff must have legal right to work on a Drakes site

Grievances and responding to allegation of human rights breaches

Drakes team members, suppliers and any other stakeholder that have concerns about potential or actual adverse human rights impacts arising in Drakes Supermarkets can report these to human.resources@drakes.com.au, for consideration by the Human Resources Manager where appropriate. Where adverse human rights impacts are identified in the Drakes procurement process, the business will be guided by the United Nations Guiding Principles in its response.

Where Drakes is directly linked to an adverse human rights impact through a Supplier, the business will use its leverage to work with the relevant Supplier to prevent or mitigate the harm and its recurrence and play a role in ensuring the victims are remediated by the Supplier. If this is unsuccessful, the business will consider ending their business relationship with the Supplier. Where instances or allegations of modern slavery are identified in the Drake's supply chain, the business will work with the relevant stakeholders to respond. The Drakes response will prioritise the safety of potential victims and draw on best practice guidance for responding to instances of modern slavery. Where allegations relate to modern slavery occurring in Australia, the business will engage where appropriate with relevant civil society experts such as the Australian Federal Police or the Fair Work Ombudsman.



Roger Drake
Managing Director
January 2025