



ahslea

AUSTRALIAN HIDE, SKIN
& LEATHER EXPORTERS
ASSOCIATION

Sustainability Framework

Labour Standards

Key points

- Sites embracing open hiring policies
- Implementation of policies encouraging workers to raise concerns
- Paying above minimum wage
- Recruitment effort and engagement with local communities

Best practice

Ensuring good and ethical labour conditions and respecting human rights include different dimensions such as **work contracts, diversity, codes of conduct, collective agreement and bargaining, and modern slavery prevention.**

What the Australian industry is currently doing

- Several sites are embracing open hiring policies, and actively promote diversity and inclusivity by providing opportunities to ESL individuals, long-term unemployed, and previously incarcerated individuals.
- Some sites are implementing whistleblower policies to encourage employees to come forward with any concerns.

- The diverse needs of workers are being acknowledged with flexible shift schedules, and the accommodation of individual preferences and personal requirements.
- Several sites pay above minimum wage.
- Striving for stable and secure employment, sites predominantly offer full-time positions, reserving casual roles only upon specific request from workers.
- The Social Accountability Accreditation program (SA 8000:2014) has been adopted by some sites to ensure ethical practices throughout their operations.
- Several sites are engaging in recruitment efforts targeting high school students through specialised programs that introduce them to the industry, with the aim to attract them to pursue a career in the field.

Sustainability Framework key industry commitment

- We are committed to upholding and continuing national good practice on labour and human rights.
- We are committed to continual improvement to support health, safety and wellbeing for industry workers including a year-on-year reduction in Lost Time Injury Frequency Rates and training of all employees on safety.
- We are committed to supporting and growing our workforce and securing a pathway of skilled workers for the industry.
- We are committed to having a positive impact in the communities in which we operate.

The Australian Hide Skin & Leather Exporters Association (AHSLEA) is the national membership body representing the interests of the major exporters of Australian cattle and calf hides, sheep and lamb skins, kangaroo skins and goat skins. It is also a member of the International Council of Hides, Skins and Leather Traders Association (ICHSLTA), which promotes, develops and protects the international trade in raw hides, skins and leathers.

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