



AHSLEA Sustainability Framework

Labour Standards & Local Employment

AHSLEA has developed a comprehensive sustainability framework for the industry.



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 and long-term unemployed.
- 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.

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What the Australian industry is currently doing

- 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.

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Our key industry commitments

- 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.

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AUSTRALIAN HIDE, SKIN
& LEATHER EXPORTERS
ASSOCIATION

AHSLEA's Sustainability Framework outlines the industry's commitment to economic, social, and environmental responsibility.

It was developed in collaboration with key stakeholders, an extensive review of existing frameworks in the agriculture sector, and a detailed assessment of industry practices and benchmarks.

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