



## Self-Declaration on Good Social Practice

### NZ Legislation:

- Human rights act 1993 part 2
- Education act 1989
- Health and Safety at work act 2015
- Employment relations act 2000, part 4
- Minimum wages act 1983
- The Crimes Act 1961

### ILO:

- No. 111 on discrimination
- No. 138 and 182 on minimum age and child labour
- No. 29 and 105 on forced labour
- No. 87 on freedom of association
- No. 98 on the right to organize and collective bargaining,
- No. 100 on equal remuneration and No. 99 on minimum wage

1. There is no discrimination (distinction, exclusion, or preference) on the basis of race, caste, nationality, religion, handicaps, sex, sexual orientation, maternity, age, political views, membership of a trade union or political party. There is no obligatory pregnancy or HIV testing performed on employees.

2. Hiring procedures of employees are fair and transparent, not discriminating anyone for any reason named above wishing to work on the farm.

3. All employees doing work of equal value have similar rights, receive similar social benefits and face similar working conditions and training opportunities. Similar work is remunerated with similar pay.

4. Behaviour that resembles bullying in any form in the work place will not be tolerated. Bullying comes in many forms that is repeated and unreasonable behaviour directed towards a worker or group of workers that can be physical, verbal or relational/ social (excluding someone or spreading rumours).

5. No disciplinary practices as corporal punishment, mental, physical or verbal abuse are practiced.  
There are no unfair deductions from wages (e.g. for broken machines or lack of product). If existent, disciplinary practices are fair and transparent.

6. There are no minors (according to legal regulations) employed. Children as core family members helping in the production are not engaged in work that is dangerous to their health and safety or that jeopardizes their development. Employees' children at compulsory schooling age living on the farm regularly go to school attendance, without any exception.

7. There is no forced labour. Family and dependents have the right to off-farm employment. No employee is forced to live on the operation. Employees not living on the operation are not discriminated.

8. No individual will be coerced or indebted to work and no recruitment fees have been paid to secure employment with the business.

Signed By

Operations Director

(Richard Voss)

Staff Representative (Stacey Marino)

## GUIDANCE FOR SETTING BUSINESS POLICIES

### ON GOOD SOCIAL PRACTICE

Setting a 'Self-Declaration' on Social Practice protects both your employees and your business.

The Health and Safety at Work Act 2015 stipulates that 'health' is defined by both mental and physical health.

The following table provides references to MBIE resources for further information on workplace bullying, harassment, discrimination, and illegal charging of fees for employment.

#### ANTI-BULLYING

Repeated and unreasonable behaviour directed towards a worker or a group of workers that can be physical, verbal or relational/social (e.g. excluding someone or spreading rumours)

#### Guidance on Bullying in the Workplace:

<https://www.employment.govt.nz/resolving-problems/types-of-problems/bullying-harassment-and-discrimination/bullying/>

#### ANTI-DISCRIMINATION

Under the Employment Relations Act, Section 103 describes 'Personal Grievance' covering harassment and discrimination in the work place which an employee may have against the employee's employer or previous employer.

#### Employment Relations Act on discrimination:

<http://www.legislation.govt.nz/act/public/2000/0024/latest/DLM60322.html>

#### Types of Discrimination:

<https://www.employment.govt.nz/resolving-problems/types-of-problems/bullying-harassment-and-discrimination/discrimination/>

#### FEES FOR EMPLOYMENT

It is illegal for employers to charge an employee a premium (fee) for employment e.g.

- Charging an employee money in exchange for giving them a job or,
- Keeping them in a job so they can work under a work visa.

#### Premium (fee) for employment in NZ:

<https://www.employment.govt.nz/hours-and-wages/pay/deductions/>

It is illegal, whether the employee pays the fee in a lump sum or regular amount to the employer or the employer deducts the money from the employee's pay or the employer makes the employee pay their own PAYE tax etc.

Employers who participate in these will be referred to appropriate regulatory body and required to pay the money back to the employee.

Processes for identifying a breach of the self- declaration can be through the complaint's procedure, meeting minutes discussing social practice issues or internal audits.