



Revision	Drafted By / Date	Approved By / Date	Issued By / Date
01	Natalie Freeman 02/05/2024	MD Board Members	19/07/2024

Mater Dei has core values and a culture which reflects a commitment to ethical business practices and good corporate citizenship. Our policies, practices and procedures ensure Mater Dei conducts business with integrity and promotes human rights within the company's sphere of influence.

The following principles apply to all Mater Dei employees:

Employment – Mater Dei supports the elimination of all forms of forced, bonded or involuntary prison labour.

Minimum Wages – Mater Dei compensates our employees with wages / salaries and benefits that meet or exceed Australian legislative requirements.

Working Hours – Mater Dei employees are required to work reasonable hours and maintain regular rest breaks to avoid fatigue.

No Discrimination – Mater Dei supports and upholds the elimination of discriminatory practices with respect to employment and promotes and embraces diversity in all aspects of the business operations.

Freedom of Association – Mater Dei respects the rights of employees to become members of labour unions if desired.

No Harsh / Inhuman Treatment – Mater Dei prohibits physical abuse, harassment, or any threatening behaviour in the workplace.

No child Labour – Mater Dei condemns all forms of exploitation of children and will not recruit child labour. Mater Dei supports the elimination of exploitative child labour. Mater Dei provides a safe and healthy work environment for all its employees.