



Child Protection Policy

Weartek is committed to the protection of children and young people who have been harmed, or are at risk of harm, and the preservation and respect of their rights. Children and young people have a right to be emotionally and physically safe at all times and Weartek is committed to taking all reasonable steps to protect children from neglect, physical, sexual, psychological and emotional abuse.

Weartek has a zero tolerance of child exploitation or abuse. Weartek recognised that it is a shared responsibility of all adults to prevent child exploitation and abuse. In all its dealings Weartek employees and consultants are expected to manage direct and indirect impacts on children.

Weartek commits to raising the awareness, knowledge and capacity of all employees, consultants and partners to uphold the protection rights for children.

Scope

This policy applies to:

- Company Directors
- all employees, including managers and supervisors; full-time, part-time or casual, temporary or permanent staff; job candidates; student placements, apprentices, contractors, sub-contractors and volunteers
- how Weartek provides services to clients and how it interacts with other members of the public
- on-site, off-site or after-hours work; work-related social functions; conferences – wherever and whenever employees or contractors may be as a result of their Weartek duties

Weartek partners are expected to act in accordance with the policy principles outlined in this document. They must also abide by their own relevant policies, international declarations, conventions, agreements, and domestic legal frameworks, which seek to protect children.

Policy Principles

Principle 1: Zero tolerance of child exploitation and abuse

Weartek has a zero tolerance approach to child exploitation and abuse. Child exploitation and abuse will attract criminal, civil and disciplinary sanctions. Weartek will not knowingly engage - directly or indirectly - anyone who poses a risk to children. Weartek works to minimise the



risks of child exploitation and abuse associated with its activities and trains its staff and partners on their obligations under this policy.

Principle 2: Assess and manage child protection risk and impact

While it is not possible to entirely eliminate risks of child exploitation and abuse, careful management can identify, mitigate, manage or reduce the risks to children that may be associated with Weartek activities.

Principle 3: Sharing responsibility for child protection

To effectively manage risks to children, Weartek requires the commitment, support and cooperation of partner companies and individuals who are associated with the activities and operations of Weartek.

Principle 4: Procedural fairness

Weartek will apply procedural fairness when making decisions that affect a person's rights or interests. Weartek's partners are expected to adhere to this principle when responding to concerns or allegations of child exploitation and abuse.

Principle 5: Recognition of the best interests of the child

Australia is a signatory to the United Nations Convention on the Rights of the Child. Weartek is committed to upholding the rights of the child. In all actions concerning children, the best interests of the child shall be a primary consideration.

Responsibilities Under this Policy

Weartek Directors, employees and contractors must ensure child protection risk is considered and is managed in accordance with this policy or any domestic child protection legislation.

Any suspicion or disclosure of child abuse and exploitation must be reported immediately to Weartek's Managing Director.

Production partners

The requirement to develop and implement a child-safe approach applies to all production partners in the Weartek supply and value chains. Weartek's Managing Director must ensure the organisation or individual complies with the relevant minimum child protection standards.

Review Details

This policy was adopted by Weartek on 18th March 2022.

This policy was last updated on 17th March 2023.