

Coles – TWU MOU
Principles to Ensure Safety & Fairness for Transport Workers in the Coles Supply Chain
23 May 2018

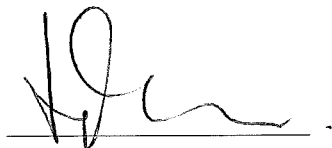
Background:

Coles and the TWU are committed to working together to ensure that the transportation of Coles' freight by road is conducted in a manner that best secures safety and fairness for transport workers within the Coles supply chain, thereby enhancing safety outcomes for all road users. Accordingly, we have developed a set of core principles that will guide the finalisation of a *Coles – TWU Supply Chain Safety and Fairness Charter* ("the Charter").

Principles:

- (1) **The Coles supply chain promotes safety for transport workers:** Each supply chain link - from top to bottom - has a role in ensuring a safe and healthy workforce and must, to the extent of its influence and responsibility, be accountable for safe outcomes for transport workers.
- (2) **Supply chain work should be transparent:** Knowing what work is performed, by which companies and under what conditions, are pre-requisites to ensuring that no worker falls through the cracks.
- (3) **All supply chain workers should be treated fairly and have the opportunity to contribute to a collective voice:** Coles and the TWU have always valued the right of workers to be treated fairly and to have their collective voice heard. The ability to stand up and speak out is especially important in such a dangerous industry.
- (4) **Education, training and consultation will enhance safety and rights:** Coles and the TWU have a shared interest in ongoing systematic worker and management education and training and supply chain consultation to improve safety and sustainability.
- (5) **Initiatives to raise industry standards should be supported:** Coles and TWU will continue to work together to pursue industry initiatives to improve work practices and seek to eliminate arrangements that provide incentives for, or encourage operators and workers to, engage in unsafe practices.

John Durkan, CEO Coles



Tony Sheldon, National Secretary, TWU

