

Living Wages

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income

- All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid
- Deductions from wages as a disciplinary measure or any deductions from wages not provided for by Law shall not occur without the expressed permission of the worker concerned. All disciplinary measures should be recorded

Working Hours

- Working hours comply with any Law and benchmark industry standards, whichever affords greater protection

Discrimination

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation

Harsh or Inhumane Treatment

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited

Entitlement to Work and Immigration

- Only workers with a legal right to work shall be employed or used by Alaska Building Maintenance Group
- All workers, including employment agency staff will be validated by Alaska Building Maintenance Group for their legal right to work by reviewing original documentation
- Alaska Building Maintenance Group have processes to enable adequate control over agencies with regards to the above points and related legislation

COMPLIANCE WITH THE POLICY

Alaska Building Maintenance Group expects all its suppliers to comply with all aspects of the Business Conduct and Ethics Policy and this Statement and will be extending its coverage of audited facilities and compliance monitoring processes to include these standards.

Alaska Building Maintenance Group is committed to working in partnership with its suppliers to help achieve compliance with the Business Conduct and Ethics Policy and this Statement. In the event where any supplier is unwilling or unable to demonstrate continuous improvement towards full compliance with our standards, the trading agreement between Alaska Building Maintenance Group and the supplier will be terminated.