

INTERNATIONAL FRAMEWORK AGREEMENT  
BRUNEL AND INTERNATIONAL METALWORKERS FEDERATION

Date: 12 April 2007

**GLOBAL FRAMEWORK  
AGREEMENT ON SOCIAL RESPONSIBILITY**  
*"A commitment to social responsibility without borders"*

**1. Preamble and Scope**

Brunel is committed to growth founded on socially-responsible actions and behaviours in all countries in which it operates and in all fields in which it does business.

Through this global framework agreement, Brunel wishes to formalise the corporation's commitments to fundamental human rights by working with the labour unions, and the International Metalworkers' Federation (IMF).

This agreement is an integral part of the corporation's social policy, which is a major asset in terms of sustainable growth and economic performance. The implementation of this policy requires constant communication between all labour and management representatives.

Furthermore, the parties to this agreement acknowledge that the sectors within which Brunel operates are characterised by increasing globalisation and fierce competition. This means that significant efforts must be made to maintain competitiveness on the different markets. Labour and management representatives must thus work together on an ongoing basis to seek solutions that promote human progress while ensuring the long-term economic performance of the corporation.

This agreement initially applies to the operations of Brunel which fall within the scope of work covered by the affiliates of the International Metalworkers Federation.

**2 : Brunel's commitment to fundamental human rights**

Brunel and the labour union federations and organizations are committed to ensuring that the fundamental principles and rights at work set forth by the International Labour Organization (ILO) are adhered to. Brunel will consult with the IMF and with the AMWU and ACTU on the implementation of these commitments.

**2.1 – Support and respect the protection of internationally-proclaimed human rights**

Brunel applies in all areas of the corporation's business the laws and regulations in force in the countries in which the corporation operates. By signing this Global Framework Agreement, Brunel is stating the corporation's desire to go beyond merely abiding by

national standards by providing a framework for fundamental human rights. Brunel agrees to promote compliance with human rights in all countries in which the corporation is present, including in geographical areas where human rights are not yet sufficiently protected.

## **2.2 – Avoid complicity in human rights abuses**

Brunel agrees to work towards preventing situations of complicity or acts of collusion concerning fundamental human rights violations. The corporation considers this a part of its responsibility to society.

Brunel condemns all infringements of respect for individual rights and dignity, verbal or physical abuse and harassment. This type of behaviour is liable to sanctions, and specific measures have been drawn up in all countries to prevent it.

## **2.3 – Uphold freedom of association and the effective recognition of the right to collective bargaining**

Brunel is open to labour union activities and acknowledges the global right of workers to form labour unions and join the labour union of their choice and agrees to ensure that union independence and pluralism are maintained (ILO Convention no. 87).

Brunel is committed to protecting union members and leaders and to abstaining from all forms of anti-union discrimination (ILO Convention no. 135).

Brunel acknowledges the right of employee representatives to be informed of and consulted on major decisions affecting the life of the company.

Brunel is committed to promoting collective bargaining, a key aspect of relations between labour and management (ILO Convention no. 98).

Brunel has a positive attitude to trade union membership and will facilitate union access for the purpose of organising trade union membership.

## **2.4 – Eliminate all forms of forced and compulsory labour**

Brunel is committed to protecting freedom of employment and condemns forced labour, which the corporation considers any work imposed upon a worker via the use of threats (withholding of food, confiscation of land, non-payment of salary, physical violence, sexual abuse, or non-voluntary prison labour, etc.) (ILO Conventions nos. 29 and 105).

## **2.5 – Effectively abolish child labour**

Brunel condemns and prohibits child labour. (ILO Convention no. 138).

For countries or regions whose economies and education systems have not achieved sufficient levels of development and in order to contribute to improving this situation, the minimum age for access to employment may be set at 16. However, the health of adolescent workers must be protected and their safety ensured. In such instances, the corporation agrees to set up specific training systems for the employees concerned in

order to help them to achieve higher levels of general education and vocational training. Different types of employment contracts may be offered in order to support young people while they are still in school and to promote access to employment at the company (such as through apprenticeship contracts, etc.).

#### **2.6 – Eliminate discrimination in respect of employment and occupation**

Brunel agrees not to discriminate based on culture, nationality, gender, religion, political or union activities, differing experiences, physical appearance, career paths, age, health or sexual orientation in recruitment and career advancement (ILO Convention no. 111).

Brunel intends to apply and promote best practices beyond what is legally required and to fight racism, sexism, xenophobia, homophobia and, more generally, intolerance of difference and to ensure respect for the personal lives of employees.

#### **2.7 – Work against all forms of corruption and prevent conflicts of interest**

Brunel is committed to working against all forms of corruption. The corporation agrees to raise employees' awareness of the issue through various communication campaigns and/or training programmes.

Employees of the corporation must avoid any conflict between the interests of the corporation and their own personal interests or those of their family.

### **3 : Brunel's commitment to the management and development of human resources**

#### **3.1 – Manage employment and skills responsibly**

- **Ensure that diversity and equal opportunity underpin recruitment practices**  
Brunel is committed to ensuring that all stages of the recruitment process are free from discrimination. The necessary procedures and resources will thus be implemented in order to avoid discrimination and to promote equal opportunity.
- **Develop the skills of the future through continuing training**  
Brunel is committed to developing the skills required through continuing training.

#### **3.2 – Provide attractive working conditions**

- **Remuneration**  
Brunel is committed to ensuring that remuneration is better than, or at least equal to, the conditions set forth in the national legislation or collective-bargaining agreements.

Salary and other payments made for full-time work correspond at least to the minimum amount mandated by law and the guaranteed minimum for the profession or as set forth in the relevant collective bargaining agreements. They should therefore ensure that employees enjoy decent living conditions.

Brunel acknowledges the principle of equal pay for equally valued and productive work, in particular between men and women (ILO Convention no. 100).

### **3.3 – Ensure that working conditions meet the highest international standards**

- **Negotiated organisation of work and scheduling**

Brunel agrees to ensure that the total number of hours worked is equal to or less than the totals set forth in the national legislation or the collective-bargaining agreements in the country concerned.

Brunel is committed to ensuring that break times and periodic days off correspond at the very least to the minimum conditions set forth in the national legislation or the collective-bargaining agreements concerned.

- **Safety, working conditions and health**

For Brunel the only acceptable target is an accident-free workplace. The corporation is committed to ensuring that effective occupational health and safety policies based on prevention are applied at the various sites in the form of concrete action plans that involve each employee at his level of responsibility in the company, including labour and management representatives (ILO Convention no. 155).

### **4 : Social requirements shared with suppliers and subcontractors,**

While Brunel cannot take legal responsibility for its suppliers and subcontractors the corporation will transmit this agreement to the companies concerned and request that they adhere to the international agreements of the ILO mentioned previously.

Non-compliance with these requirements will result in sanctions including withdrawal from future contracts.

### **5 : Taking into account the impact of the company's business on the areas in which it operates**

Brunel is committed to measures to alleviate social, community, and family disadvantage caused by the absence of workers from their community when engaged by Brunel to work on projects off shore or in other countries.

Brunel has reached agreement with the AMWU and the ACTU to ensure that any hiring of expatriate workers in Australia only occurs following a consultation and evaluation process with the union and subject to conditions which protect the rights and conditions for such workers.

Brunel will consult with the IMF and with the AMWU and ACTU on the implementation of these commitments.

### **6 : Monitoring and implementation of the agreement.**

Brunel agrees to widely inform corporation employees about the content of this agreement.

The parties will meet to discuss any concerns raised by a party to this agreement concerning its implementation.

Signed for and on behalf of:  
**Brunel**

Name: WILLIAM ANDERSON

Signature: [Handwritten Signature]

Date: 13/4/07

AND

Signed for and on behalf of:  
**Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union (AMWU)**

Name: JULIUS ROE

Signature: [Handwritten Signature]

Date: 13/4/07

AND

Signed for and on behalf of:  
**International Metalworkers Federation (IMF)**

Name: [Handwritten Name]

Signature: [Handwritten Signature]

Date: 20/4/07