

### **Introduction:**

Henrrason Pty Ltd is dedicated to operating ethically, responsibly, and in full compliance with all Australian laws and regulations. This outlines our strategies for adhering to taxation laws, superannuation laws, occupational health and safety laws, workers' compensation laws, labour hire industry laws, workplace laws, migration laws, and applicable minimum accommodation standards in Australia.

### **1. Taxation Laws Compliance:**

- Engage certified accountants to ensure accurate and timely tax filings.
- Regularly update financial systems to adapt to changes in taxation laws.

### **2. Superannuation Laws Compliance:**

- Implement a reliable payroll system (Xero) to manage and track superannuation contributions for all employees.
- Regularly review superannuation policies to align with legal requirements and changes in legislation.

### **3. Occupational Health and Safety Laws Compliance:**

- Conduct regular risk assessments to identify and mitigate workplace hazards.
- Provide comprehensive safety training for employees and maintain proper safety equipment and protocols.

### **4. Workers' Compensation Laws Compliance:**

- Maintain workers' compensation insurance to cover employees for work-related injuries.
- Establish a clear protocol for reporting workplace injuries and filing workers' compensation claims.

### **5. Labour Hire Industry Laws Compliance:**

- Ensure all licenses and certifications required for operating in the labour hire industry are obtained and up to date.
- Adhere to the Australian Industry Standards and Codes of Practice for the labour hire industry.

### **6. Workplace Laws Compliance:**

- Develop and enforce clear workplace policies that align with Australian labour laws and regulations.
- Provide regular training sessions for employees and management on workplace rights, anti-discrimination policies, and harassment prevention.

### **7. Migration Laws Compliance:**

- Verify the immigration status of employees and ensure they have the right to work in Australia.
- Comply with sponsorship obligations if applicable and stay updated on changes in migration laws.

### **8. Minimum Accommodation Standards Compliance:**

- Ensure that accommodations provided to employees meet or exceed the minimum standards set by Australian law.
- Regularly inspect and maintain accommodations to guarantee they are safe, sanitary, and comfortable.