

# Fred's Forklift

## Children in the Workplace Policy



### 1. Purpose

**Fred's Forklift and Plant Hire CC (Fred's)** understand that employees may have personal circumstances from time to time, which require them to meet both their family and work responsibilities. Fred's permit employees to bring children to work under certain conditions on request and approval from Fred's Member(s).

- 1.1 Fred's employees must provide to the Fred's Member(s) the names and ages of all children who will be present on Fred's Premises.
- 1.2 Fred's employees must receive approval from Fred's Member(s) before bringing their children to work. There may be occasions where – because of an employee's specific duties and responsibilities over a period of time – this policy will be suspended so that the employee can devote their full attention to their assigned tasks. Under such circumstances, alternate childcare will need to be arranged by the employee.
- 1.3 Fred's employees are responsible for always supervising their children while they are on the premises and are not permitted to leave the building for any reason without taking their children. Fred's will not provide childcare assistance. The children must exclusively stay in the employee's office or workspace, unless the employee escorts the child to the bathroom or when entering/exiting the premises.
- 1.4 Fred's employees who decide to bring their children to work agree to accept full responsibility for the safety of their children.
- 1.5 Fred's employees agree to ensure that their children are not disruptive and do not interfere with normal office operations. Children brought to the workplace must comprehend and comply with any workplace social distancing rules in effect and must be mature enough to engage in proper office hygiene (such as handwashing, refraining from touching or placing mouths on office items, etc.).
- 1.6 Fred's employees may not bring sick children to work with them (this includes but is not limited to symptoms associated with the COVID-19 coronavirus).
- 1.7 All complaints related to this policy should be made directly to the Fred's Member(s). All complaints will be kept anonymous to the extent possible. Fred's shall have final discretion to decide what should be done to resolve the complaint.
- 1.8 Fred's has the right to suspend or terminate the permission provided under this Policy at any time if a parent's performance declines or if organisational needs are not being met.
- 1.9 Fred's Employees who obtain approval for bringing a child to work shall sign a consent and waiver form.

### 2. Document Control

- 24 August 2022 - Policy Review and Approved by Fred's Member(s)



### Parent Agreement, Consent and Waiver

#### ACKNOWLEDGEMENT & AGREEMENT

By signing this Agreement, I certify that I have read the Children in the Workplace Policy Guidelines. I understand and agree to comply with the terms and conditions set forth in the Policy Guidelines.

I further understand and agree that, in the event I fail to comply with such terms and conditions or otherwise fail to meet any criteria currently in the policy or that may be added to the policy and conveyed to me in writing, my eligibility may be terminated, requiring me to remove my children from the workplace within a reasonable period of time.

I acknowledge that Fred's reserves the right to cancel or retire the Policy in part or in its entirety at any time, thus requiring me to remove my children from the workplace within a reasonable period of time.

In this event, I understand that Fred's will attempt to provide a reasonable period of time for me to make alternate childcare arrangements.

\_\_\_\_\_  
Signature of Parent/Fred's Employee

\_\_\_\_\_  
Date

#### CONSENT AND WAIVER

In consideration of Fred's agreement to permit me to bring my children to work with me in compliance with the Children in the Workplace Policy, I hereby release and hold harmless, on my own behalf and on behalf of my children (i) Fred's Forklift and Plant Hire CC; (ii) any entity affiliated with Fred's Forklift and Plant Hire CC; and (iii) any of the current Fred's Member(s), officers, agents, representatives, insurers, attorneys, successors, assigns, and current employees, if any, of Fred's, and the foregoing entities from any and all claims, liabilities, causes of action and demands of any kind or character, including negligence, whether vicarious, derivative or direct, that I, my children, or any of my children's family members, heirs, or assigns now have or may hereafter have or assert against Fred's, growing out of, resulting from, or connected with this policy and/or with me bringing my children to work or their presence at work with me. This waiver includes legal remedies for injuries which may be sustained on Fred's premises.

\_\_\_\_\_  
Signature of Parent/Fred's Employee

\_\_\_\_\_  
Date