**ANNEX A**

**Principles for Fair Earnings and Safe Incentive Schemes for Platform Work**

**Preamble**

The principles herein provide broad guideposts to facilitate bilateral engagement between Platform Operators (POs) and Platform Work Associations (PWAs) on fair earnings and safe incentive schemes for platform work. These principles recognise the flexibility of platform work, the importance of market dynamics, and the diversity of operator models while affirming the shared commitment of platform operators to safeguard the dignity, health and safety of platform workers while they are at work. In the spirit of fostering good tripartite relations, these principles are intended to guide meaningful dialogue and strengthen mutual understanding between POs and PWAs, with the aim of advancing outcomes that balance the needs of businesses and platform workers. These principles are not legally binding nor do they constitute a code of practice. Where a Platform Work Association has been formally recognised by a Platform Operator, we will observe industrial relations processes provided under the Platform Workers Act.

1. **Fair earnings**

POs are committed to ensure fair and transparent earnings which reflect the flexible nature of platform work. Incentives are designed to complement overall earnings and encourage positive engagement, and should not constitute a substantial portion of a platform worker’s earnings.

1. **Visibility on structural changes**

The design and implementation of incentive schemes, including their structure, duration and amounts are commercial decisions developed by each platform operator. Incentive schemes may vary from time to time in response to market conditions. Where structural changes to incentive schemes are expected to materially impact earnings, platforms are encouraged to engage with PWAs to ensure visibility and support constructive discussions on the changes.

1. **Reasonable incentive structures that do not compromise the health and safety of platform workers**

Incentive schemes should be aligned with the principles outlined in the Approved Code of Practice for Platform Services, jointly developed by the Workplace Safety and Health Council and the Ministry of Manpower, to safeguard the health and safety of platform workers. For example, incentive schemes should not be designed to encourage platform workers to work excessively long periods without adequate rest to qualify for an incentive.