

FREEDOM OF ASSOCIATION

Policy Objective

This policy supports **MCS Civil (NSW) Pty Ltd** commitment to embrace each individual worker's choice to freedom of association.

This policy encompasses all MCS projects.

This policy also applies to projects involving MCS which are being carried-out under a joint venture arrangement, where no other policy of this type exists.

Where applicable, MCS will also comply with the requirements of a client, principal contractor or joint venture partner's freedom of association policy.

Our Commitment

Consistent with the Fair Work Act (Cth) 2009, relevant state industrial relations legislation, and the Implementation Guidelines to the relevant State Codes of Practice for the Building and Construction Industry, all parties have a right to freedom of association.

- Join or not join an industrial organisation of their choice
- Be represented or not by an industrial organisation of their choice
- Participate or not participate in lawful industrial activities

Workers shall not be discriminated against or victimised on the grounds of membership, or non-membership, of an industrial organisation.

Signed By:

Christopher Murphy

Managing Director



Signature

03rd September 2024

Date