



MCS Civil (NSW) Pty Ltd

FREEDOM OF ASSOCIATION POLICY

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

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

Commitment

Consistent with the Fair Work Act 2009, the relevant state industrial relations legislation, the Building Code 2013 and the Implementation Guidelines to the relevant State Code of Practice for the Building and Construction Industry, all parties have a right to freedom of association. This means that all workers are free to

- Join or not to join an industrial organisation of their choice;
- Be represented or not by an industrial organisation of their choice; and
- Participate in 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.