



MCS Civil (NSW) Pty Ltd



Murphy Contracting Services

IMS02.09 Freedom of Association Policy

1. Introduction

1.1. This policy encompasses all MCS Civil NSW projects.

- 1.1.1. 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.
- 1.1.2. Where applicable, MCS Civil will also comply with the requirements of a client, principal contractor or joint venture partner's freedom of association policy.

2. 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.

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.

Authorised Signature

Roy Hendy
06/01/2021



3. References

Document Title	Standard/Section No.
Fair Work (Cth)Act	2009

4. Responsibility/Monitoring

Sections 1&2	Managing Director
Section 1&2	Senior Management

5. Documentation Required

- IMS17 Legal & Other Regulatory.

6. Document Control

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