

Policies	POL 05	
FREEDOM OF ASSOCIATION & RIGHT OF ENTRY POLICY		

PURPOSE

The Consolidated Group of Companies recognises and respects the right to Freedom of Association. All employees, contractors and suppliers have the right to choose whether or not to join, form or participate in a union or employer association, and to make that choice freely without coercion, pressure or discrimination from any party. The Consolidated Group is committed to conducting its operations in accordance with the Fair Work Act 2009 (Cth) and ensuring that workplace decisions are made fairly, lawfully and without adverse action.

OBJECTIVES

The Consolidated Group will:

- Protect workplace rights relating to Freedom of Association in accordance with the Fair Work Act 2009
- Ensure no person is subject to adverse action, including dismissal, discrimination or prejudice, for:
 - being, or not being, a member of a union or employer association
 - choosing not to engage in industrial action
 - choosing to be represented, or not represented, by a union
- Ensure all management decisions comply with Part 3-1 (General Protections) of the Fair Work Act 2009, including section 342 relating to adverse action
- Conduct all operations and workplace practices in a manner consistent with applicable industrial relations legislation
- Acknowledge that authorised union officials may have a lawful right of entry to certain workplaces under defined circumstances, including:
 - investigating suspected breaches of workplace laws
 - holding discussions with eligible employees
 - conducting inspections under WHS legislation
- Ensure that any union official seeking to exercise a right of entry holds a valid and current federal entry permit issued under the Fair Work Act 2009 and complies with all notice and conduct requirements

RESPONSIBILITIES

Management

- Ensure compliance with this policy and all applicable workplace relations legislation
- Exercise due diligence in relation to industrial relations and employee rights
- Respond appropriately and lawfully to any union right of entry requests

Supervisors

- Follow approved procedures when dealing with union-related matters
- Escalate any industrial relations issues or right of entry requests to management

Employees, Contractors and Suppliers

- Comply with organisational policies, procedures and applicable legislation
- Report any concerns, breaches or non-conformances relating to workplace rights

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RELATED PROCEDURES

This policy is supported by procedures contained within the Integrated Business Management System (M2) and associated workplace relations processes.

COMMITMENT

This policy applies to all companies within the Consolidated Group and extends to all management, employees, contractors, subcontractors and suppliers engaged in our operations. The Consolidated Group is committed to maintaining lawful, respectful and fair workplace relations and to protecting the rights of all individuals to make free and informed choices regarding association

Approved



Theo Tsorvas

Director

Date 13.12.2025