

FREEDOM OF ASSOCIATION



Policy Statement

Ceasefire's policy aims to uphold fairness, representation, and the prevention of discrimination by acknowledging and safeguarding the rights to freedom of association and representation. This commitment extends to all our employees, subcontractors, and suppliers.

Our Methodology & Considerations

Freedom of association is safeguarded under legislative obligations, including the Fair Work Act 2009. Ceasefire commits to ensuring compliance with these regulations, ensuring that individuals:

- Have the freedom to choose whether to join industrial associations.
- Have the freedom to be represented, or choose not to be represented, by industrial associations.
- Have the freedom to engage, or refrain from engaging, in lawful industrial activities.
- Are not subjected to discrimination in workplace benefits based on their membership or non-membership in an industrial association.

Our Assurances

- Personal information is handled in accordance with the Privacy Act 1988 and the Fair Work Act 2009.
- Policies such as 'No ticket, no start' signs, or similar arrangements, are not displayed or implemented.
- Signs that aim to vilify or harass employees based on their participation, or lack thereof, in industrial activities are not displayed.

- Reasonable requests from a workplace delegate to represent an employee regarding a grievance, dispute, or discussion with a member of an industrial association will not be denied.
- "Show card" days will not occur.
- There will be no discrimination against elected employee representatives.
- Elected employee representatives will not be subjected to any disadvantage.

Disclosures

We will never require:

- Employees to disclose their membership in an industrial association.
- Subcontractors to disclose whether they or their employees are members of an industrial association.
- Anything that would unlawfully require an individual to disclose their membership in an industrial association, either directly or indirectly.



Freedom of Choice

- Individuals are not denied employment or engagement if they are or are not a member of an industrial association.
- Employees and/or subcontractors are not terminated if they are or are not a member of an industrial association.
- Ceasefire will not negotiate terms or associate with criminal organisations, their members or their associations.
- No favouritism or discrimination for choice of union or association
- We will not discriminate against other business on the basis of their union membership or lack thereof.

Slayde Tana
General Manager