

Freedom of Association Policy Statement



Taylor's policy is to promote fairness and representation at work and the prevention of discrimination by recognising the right to freedom of association and the right to be represented, protecting against unfair treatment and discrimination. This policy applies to Taylor employees, subcontractors, and suppliers.

Our Methodology & Considerations

Freedom of association is protected through legislative and other requirements including the Fair Work Act 2009. Taylor will ensure compliance and that persons are:

- Free to become, or not become, members of industrial associations; and
- Free to be represented, or not represented, by industrial associations; and
- Free to participate, or not participate, in lawful industrial activities; and
- Not discriminated against in respect of benefits in the workplace because they are, or are not, members of an industrial association.

Taylor will safeguard that:

- Personal information is dealt with under the Privacy Act 1988 and the Fair Work Act 2009; and
- 'No ticket, no start' signs, or similar, are not displayed and such arrangements are not implemented; and
- Signs that seek to vilify or harass employees who participate, or do not participate, in industrial activities are not displayed; and

- 'Show card' days do not occur; and there is:
 - No discrimination against elected employee representatives; and
 - No disadvantage to elected employee representatives; and

Forms are not used to require:

- An employee to identify whether they are a member of an industrial association; or
- A subcontractor to identify whether the contractor, or its employees or subcontractors, are a member of an industrial association; and
- Practices that are not authorised by law which require, directly or indirectly, a person to disclose, whether or not they are a member of an industrial association, are not engaged in; and
- Individuals are not refused employment or engagement because they are, or are not, a member of an industrial association; and
- The employment of employees or engagement of subcontractors is not terminated because they are, or are not, a member of an industrial association; and

- Reasonable requests from a workplace delegate to represent an employee concerning a grievance, a dispute, or a discussion with a member of an industrial association are not refused.

This policy will be reviewed in January 2026.

George Bardas
Chief Executive Officer