

JDV projects.



# Freedom of Association Policy.

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JDV Management Pty Limited (Trading as JDV Projects) has adopted the NSW Government Freedom of Association guidelines as the basis of the company's Freedom of Association Policy.

JDV Projects recognizes and respects an individual's decision to be a member of a union, or not.

This Freedom of Association Policy shall apply to Employees of the business, subcontractors and employees of subcontractors. The policy will cover all works site locations as well as Head Office.

The fundamental aspects of this Freedom of Association Policy are as follows:

1. A person has the right to join or be a member of a union.
2. A person has the right to Not join or choose not to be a member of a union
3. A person is not required to be a member of a union to work on any JDV Projects worksite
4. A person shall not be discriminated against, intimated, threatened or bullied whether they are or are not a member of a union
5. An employer has the right to join an employer association
6. Contractors, subcontractors and/or their employees are not required to have a particular enterprise agreement to work on any JDV Projects worksite

The following NSW Government Implementation guidelines shall be applied to all JDV Projects worksites.



**Jason De Vos**  
Managing Director  
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