



OZSTAFF SAFE@WORK

FREEDOM OF ASSOCIATION POLICY

1.0 Purpose

Ozstaff Holdings (the "Company") is committed to upholding the principles of freedom of association as a fundamental human right and an essential element of a fair and respectful workplace. This policy outlines the Company's stance on the freedom of association, the rights of employees, and the responsibilities of both employees and the Company.

2.0 Policy Statement

2.1 Freedom of Association: The Company respects and supports the right of employees to freely associate, join, or refrain from joining any trade union, workers' association, or similar organizations of their choice, in accordance with applicable laws and regulations.

2.2 Non-Discrimination: The Company shall not discriminate against employees based on their membership or non-membership in any trade union or workers' association. All employees shall be treated fairly and equally, regardless of their affiliation with such organizations.

2.3 Harassment and Retaliation: The Company prohibits any form of harassment, intimidation, or retaliation against employees for exercising their rights related to freedom of association. Any such behavior will be subject to disciplinary action, up to and including termination of employment.

2.4 Communication: The Company encourages open and respectful communication between employees, management, and any relevant employee representatives. This includes a willingness to engage in constructive dialogue on matters related to employment conditions, workplace concerns, and employee rights.

2.5 Collective Bargaining: The Company recognizes the importance of collective bargaining and will engage in good-faith negotiations with duly authorized employee representatives where required by law or mutually agreed upon by the parties.

3.0 Responsibilities

3.1 Employees: Employees are encouraged to exercise their rights to freedom of association in a responsible and respectful manner. Employees should refrain from engaging in any activities that disrupt the workplace or violate the rights of others.

3.2 Company Management: Management is responsible for ensuring that employees' rights to freedom of association are upheld and respected. Management shall not interfere with employees' lawful activities related to freedom of association.

Management shall engage in constructive dialogue with employee representatives, where applicable, to address workplace concerns and conditions.

4.0 Policy Statement

The Company is committed to complying with all applicable laws and regulations related to freedom of association. In case of any conflicts or uncertainties, the Company shall seek legal counsel to ensure adherence to relevant laws.

5.0 Review and Amendment

This policy will be periodically reviewed and updated as necessary to ensure its continued relevance and compliance with applicable laws and regulations.

6.0 Contact Information

For any questions or concerns related to this policy, employees may contact Terrence Pillay at ohs@ozstaff.com

7.0 Acknowledgment

By accepting employment with Ozstaff Holdings, all employees acknowledge that they have read, understood, and agree to comply with this Freedom of Association Policy.

Date:

Signature: _____

Employee Name: _____