

Freedom of Association Policy

Commitment to Freedom of Association

Zenergy Asia Pacific Pty Ltd (Zenergy) is dedicated to upholding the principle of freedom of association within the context of building work. This commitment is reflected in the organisation's policies and practices, which are designed to ensure the following:

Employee Rights Regarding Association Membership

- All persons are free to choose whether to become members of associations, to be represented by associations, and to participate in lawful industrial activities. Employees are also free not to participate in these activities, without facing discrimination in the workplace or in relation to benefits.

Protection of Personal Information

- Personal information is managed in strict accordance with the Privacy Act 1988 and the Fair Work Act 2009, ensuring employees' privacy is protected at all times.

Workplace Signage and Practices

- Zenergy prohibits the display and implementation of 'no ticket, no start' signs or similar arrangements. Signs or practices that seek to vilify or harass employees based on their involvement in industrial activities are not permitted. Furthermore, 'show card' days are not conducted at any workplace.

Fair Treatment of Employee Representatives

- No discrimination or disadvantage is imposed on elected employee representatives. These individuals are treated equally and their rights respected.

Confidentiality of Association Membership

- Forms issued by Zenergy do not require employees or subcontractors to disclose their membership in any association. Employees and subcontractors are not compelled to identify their membership status at any time.

Employment Decisions

- Individuals and subcontractors are neither refused employment nor terminated based on their association membership status. Employment and engagement decisions are not influenced by whether a person is, or is not, a member of an association.

Use of Association Insignia

- Association logos, mottos, or other insignia are not applied to clothing, property, or equipment supplied by Zenergy in a manner that implies membership is anything other than a personal choice for each employee.

Representation in Grievances and Disputes

- Reasonable requests from workplace delegates to represent employees in relation to grievances, disputes, or discussions with association members are always accommodated.

Employment Practices Related to Associations

- Zenergy does not require or attempt to require the employment of non-working shop stewards or job delegates, nor does it hire individuals nominated solely by an association.
- Employees are not required to pay a 'bargaining fee' to any association to which they do not belong, regardless of services provided by the association.

Freedom of Choice in Representation

- Employees are given complete freedom to choose whether to be represented in grievance or dispute procedures, and, if so, by whom they wish to be represented.



Dean Woods, Director Zenergy Safety, Health and Wellbeing
Revised and reissued: 13th December 2025