



Sample – Freedom of Association Policy

SAMPLE – FREEDOM OF ASSOCIATION POLICY

The company respects the right of workers and employers to form and join organisation of their own choosing. (Company name) is committed to provide fair and responsible employment as well as freedom of association to all employees which compliance with International Labour Organization (ILO) Core Conventions 87 and 88 as well as Malaysian laws – Trade Union Act 1959 and Industrial Relations Act 1967.

- Company name respects freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of our workers.
- The workers, without distinction, have the right to join or form trade unions of their own choosing without prior authorisation, and to bargain collectively. Company name will refrain from any activity that is likely to discourage workers from exercising their union rights.
- Company name will not interfere with the organising of activities of workers, worker representatives, or representatives of trade unions. Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- The freedom of association shall be instituted according and within the Trade Union Act 1959, Industrial Relations Act 1967 and Immigration Act 1956/63 of Malaysia. Where the right to freedom of association and collective bargaining are restricted under the law, Company name will allow its workers to choose their representatives freely.

Signature of person responsible within the company:

(Head of the Organisation)

Date DD/MM/YYYY

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