

Statement on Freedom of Association and Collective Bargaining

BMO supports a person's right to come together with others to promote, pursue, and defend common interests. BMO respects national and local laws on freedom of association in the communities where we do business, including the *Canadian Charter of Rights and Freedoms* and the *European Convention on Human Rights*.

BMO strives to create a positive workplace with open lines of communication, making third-party representatives for its employees unnecessary. It also respects the right of all people to join or not join a trade union to bargain collectively. BMO does not discriminate against anyone because of their membership or non-membership in trade unions.

The International Labour Organization created the *Declaration on Fundamental Principles and Rights at Work*. This declaration expresses a commitment by governments, employers, and workers' organizations to uphold basic human values in the workplace. The declaration covers:

1. freedom of association and the right to collective bargaining
2. eliminating all forms of forced or compulsory labour
3. abolishing child labour
4. eliminating discrimination in employment

BMO recognizes that all of these values are vital to social and economic development and commits to upholding them in the workplace.

Issued: October 2011
Updated: March 2016