

## Statement on Human Rights

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BMO has a commitment to all our stakeholders – customers, employees, communities and shareholders – to protect fundamental human rights in every jurisdiction where we do business. We guide our conduct by principles in the United Nations Universal Declaration of Human Rights as well as our own [Code of Conduct](#).

### **Our commitment**

National governments are certainly playing a key role with regards to human rights, and we also are committed to protecting and promoting human rights in our interactions with others. In particular, we:

- recognize gender equality as a fundamental human right
- support the right to freedom of association and collective bargaining (refer to [BMO Statement on Freedom of Association and Collective Bargaining](#))
- stand against forced and compulsory labour, including child labour, because children have the same human rights as adults (refer to [BMO's Supplier Code of Conduct](#))
- stand against discrimination in employment (refer to [BMO's Code of Conduct](#))

### **Our expectations for suppliers**

We expect our suppliers to support our standards for integrity, fair dealing, and sustainability, which are set out in [BMO's Supplier Code of Conduct](#).

### **How employees contribute**

BMO employees must be alert to possible human rights violations of law or [BMO's Code of Conduct](#) and must report concerns immediately to the appropriate person or department.

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