

Statement on Freedom of Association and Collective Bargaining

This statement expresses our position on freedom of association and collective bargaining wherever we do business.

Freedom of association is a person's right to come together with others to express, promote, pursue, and defend common interests. The right to freedom of association is found in many national constitutions and human rights documents, including the *Canadian Charter of Rights and Freedoms* and the *European Convention on Human Rights*.

Bank of Montreal (BMO) respects national and local laws on freedom of association in all jurisdictions where it operates. In Canada, BMO is federally regulated under the *Canada Labour Code*.

Collective bargaining is negotiation between employers and employee representatives about wages, working conditions, conflict solving, and other work concerns.

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 membership (or non-membership) in trade unions.

The International Labour Organization (ILO) 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.

FirstPrinciples, our code of conduct, reflects our commitment to high standards of business conduct and ethics. *FirstPrinciples* guides us to ensure that what we do is fair, right, and legal.

FirstPrinciples and this *Freedom of Association and Collective Bargaining Statement* apply to BMO and its subsidiaries.