



## Freedom of association at Desjardins

In terms of right of association, Desjardins adheres to the values of the Canadian and provincial charters of rights and freedoms and the labour codes of each province.

These codes are aligned with international labour standards, including the:

- UN Guiding Principles on Business and Human Rights
- International Labour Organization Declaration
- Freedom of Association and Protection of the Right to Organise Convention (ILO C87)
- Right to Organise and Collective Bargaining Convention (ILO C98)
- Workers' Representatives Convention (ILO C135)

Desjardins is committed to respecting the role of workers' representatives and guaranteeing that union rights can be exercised in the workplace. Accordingly, Desjardins has a directive on workplace relations that sets out the role of the various stakeholders in managing union relations.

The Workplace Relations Administrative Department is tasked with arbitrating the forces at play to ensure consistency and equity in working conditions within Desjardins Group, in accordance with labour laws. To this end, department members:

- Advise and assist Desjardins managers to ensure they follow corporate priorities and practices
- Partner with union representatives to make sure labour relations approaches are aligned
- Ensure healthy and constructive relationships between the parties with a view to industrial peace so that all may contribute to the organization's goal