

Freedom of Association Policy 2025

Data classification: Public

The **co-operative** bank
Ethical then, now and **always**

Classification: PUBLIC

Introduction



The Co-operative Bank is committed to creating an ethical workplace, both in terms of how we treat our employees, and how our employees treat our customers.

Our customer led Ethical Policy includes the co-operative values of self-help, self-responsibility, democracy, equality, equity and solidarity. These values have been enshrined in the Bank's Articles of Association.

In common with organisations across the co-operative movement, we believe in the ethical values of honesty, openness, social responsibility and a commitment to respecting the human rights and dignity of everyone. The Bank recognises the right of our employees to Freedom of Association and Assembly.

Purpose

We are committed to creating an ethical workplace, maintaining good industrial relations, communications and dialogue and ensuring that all colleagues are treated fairly and equally, in principle and practice. In doing so, we ensure compliance with laws that ensure freedom of association and the right to engage in collective bargaining.

Principles

- Colleagues have the right to join a trade union and to bargain collectively.
- The Bank adopts an open attitude towards the activities of trade unions and their organisational activities.
- Colleague representatives must not be discriminated against and must be provided access and facilities to carry out their representative functions in the workplace.
- Individuals who represent colleagues should do so willingly, and be freely and transparently elected, without influence from any other party.
- No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law.



Our Policy and approach is applied in accordance with relevant labour laws and legislation, including the Human Rights Act 1998 and International Labour Organisation (ILO) Conventions.