



## Freedom of Association Statement

Institutional Shareholder Services respects the right of all employees to freely form or join trade unions of their choice and to bargain collectively.

A non-discriminatory policy is applied in respect to union membership and activity as well as activities carried out by elected employee representatives as part of their mandate in areas such as employment, promotion transfer or dismissal.

ISS encourages open and honest communication in its workplaces where employees can speak with their managers and local employee representatives about their ideas, concerns or issues and to work together to deal with work condition issues.