

Freedom of Association Policy

Bank Hapoalim

The bank promotes a responsible employment environment, and ensures compliance with the provisions of the law with regard to the terms of employment of its employees and of other workers employed on its premises. The bank also respects and adheres to universal principles and norms that protect human rights in employment, as specified in the UN Global Compact (UNGC) and in the declarations of the International Labor Organization (ILO), including, among other matters, with respect to the freedom of association and the freedom to conduct collective negotiations. As part of this approach, the bank applies the following principles and work methods, in order to uphold the principle of freedom of association:

- Bank employees who are members of the Histadrut General Federation of Labor in Israel, maintain fair and transparent collective labor relations, in full cooperation with the employee union of the bank;
- The bank recognizes its employees' right to unionize and conduct collective bargaining. The collective agreement in place at the bank applies to the majority of employees of the bank, excluding those employed under personal contracts;
- The national employee union at the bank heads the pyramid of unions; the base of the pyramid consists of local unions, which are organized into regional unions. Branch managers in each region have a regional union as well as representation in the national union. The national union consists of representatives of the regions (including branches and the head office), with representation proportional to the size of the region. The national union operates on the basis of articles of association, accessible to all employees in a dedicated section of the organization's web portal;
- The work of the bank's board of management with the employee union follows a pattern of continual dialogue (updates, feedback, and consultations) and partnership in all key actions and processes in the everyday life of the bank. The employee union is a strategic partner and a key stakeholder of the bank; its mission includes the protection of each employee's rights and obligations;

