

Corporate Responsibility

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**Freedom of  
Association  
Statement**

Version 1.0 (March 2026)

**ISS  
STOXX**

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## Statement

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ISS STOXX (referred to in this policy as “ISS”) 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 with 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 work together to deal with work condition issues.

## Appendix

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### Document Version Management

VERSION	DATE	CHANGES	CHANGED BY	REVIEWED BY	SIGNED BY
1.0	March 2026	Initial policy	CR team	HR Leadership Team and CORE Council	ISS STOXX Board

**Table 1: Document Versions**



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