

**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

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Amalgamated Financial Corp. (the “Company”) explicitly supports freedom of association and respects the rights of workers to lawfully and peacefully associate, organize and bargain collectively, without interference and free from discrimination. References to the “Company,” “we,” “us,” “our,” or similar references in this Statement also include Amalgamated Bank (the “*Bank*”) and all other subsidiaries of the Company and the Bank. The Company also respects and adheres to universal principles and norms that protect human rights in employment, as specified in the UN Global Compact (UNGC), including, among other matters, with respect to the freedom of association and the freedom to conduct collective negotiations, as described in the [Human Rights Statement](#). As of December 31, 2020, approximately 28% of our employees are unionized under a collective bargaining agreement.

We feel strongly that the people who work at the Company have a right to advocate for their rights and well-being. These rights can help workers find a common voice and provide them with a framework for engaging with management on fair wages, sufficient benefits and the right to do their work in fair and decent conditions.

We understand that workers’ opportunities to voice their concerns often depends on other factors, including good relations with management and the support of other workers or a trusted intermediary. Where employees are represented by a legally recognized union, the Company is committed to bargaining in good faith with the employees’ freely chosen representative. The work of the Company’s management with the employee union follows a pattern of continual dialogue (updates, feedback, and consultations) and collaboration in all key actions and processes in the everyday life of the bank. The employee union is a key stakeholder of the Company.

To ensure the effective implementation of this Statement, the Company will ensure that a grievance mechanism such as the Employee Hotline is available for receiving and addressing complaints of violations of this Statement, without fear of retaliation, harassment, intimidation, penalty or interference, and is communicated to all relevant stakeholders.

In addition, the Company will promote these rights in its relationships with business partners and suppliers as described in the [Supplier Code of Conduct](#).

This Statement is to be annually reviewed, revised as needed and approved by the Board of Directors or a designated committee of the Board of Directors.