



# FREEDOM OF ASSOCIATION POLICY

# FREEDOM OF ASSOCIATION POLICY

The right of workers and employers to form and join organizations of their own choosing is an integral part of a free and open society. (International Labour Organization, n.d.)

From the cockpit and cabin to the engineering hangars and our support teams, our people are key to the success of the business. We are committed to promoting an open and inclusive workplace where all employees feel engaged and inspired to achieve their maximum potential.

As Europe's largest airline, the Ryanair Holdings group recognises and respects the basic right of all employees to associate freely, to join or form a trade union and bargain collectively. Where employees are represented by a recognised trade union, we are committed to establishing and maintaining a constructive dialogue with their chosen union. In locations where employees are not represented by a trade union, Ryanair will provide opportunities for employees to be heard through Employee Representative Committees (ERC). We are committed to bargaining in a constructive manner to seek mutually beneficial collective agreements that protect and improve the company's business model while delivering competitive pay, benefits and work life balance for our people.

Ryanair fully respects and supports workers democratic rights to participate or not participate in trade unions without fear of intimidation, pressure or reprisal. We support the International Labour Organization's (ILO) Declaration on Fundamental Rights and Principles at Work, including the ILO declaration on the freedom of association and the right to collective bargaining.

Dublin, Ireland

March 2025

