



## Collaborations, Partnerships & Conversations

# Diversity and inclusion at ABN AMRO

In our role as employer, we work with a wide range of organisations on collaborations, information exchange and dialogue, sharing best practices and assessment, and to gain critical feedback on our work regarding diversity and inclusion. These engagement opportunities significantly enhance our understanding of how to combat discrimination and harassment at work, and help us generally raise awareness of discrimination in Dutch society. This indirectly helps make our workforce in the Netherlands more aware of and sensitive to the importance of diversity and inclusion.

### Engagement and collaboration on diversity and inclusion (a non-exhaustive list):

- ▶ We are a [partner](#) in Amsterdam Pride and Rotterdam Pride and organise events in support of the annual Pride weeks.
- ▶ While the majority of our employees are based in the Netherlands, we also engage in diversity and inclusion initiatives outside the Netherlands in the countries where we have employees, such as through local [Workplace Pride](#) initiatives. Together with them, we organise knowledge sessions, for instance with Secret Garden, a foundation for LGBTI people with a non-Western background.
- ▶ Our [B-Able Desk](#) undertakes many conversations with issue experts to promote job opportunities for people with a disability. For instance, in 2020, the B-Able Desk had several conversations with issue experts from Dutch organisations such as '125.000 banen', VNO-NCW, Jobstap and UWV-WSP about job losses for people with a disability during the Covid-19 pandemic. You can read about extra steps we've taken in response to the Covid-19 pandemic to support employment for people with disabilities [here](#). We also engage with several labour unions ([FNV](#), [CNV](#), [CNV-Youth](#) and trade union [De Unie](#)) to learn about the work situation for people with a disability in the Netherlands, in particular in terms of their job opportunities.
- ▶ Throughout the year we collaborate with several Dutch governmental institutions on inclusion, e.g. for the [Dag van de 1000 Voorbeelden](#) (Day of 1,000 examples). In 2020, the bank also helped several governmental bodies with a masterclass on participation, including one bigger collaboration with Diversity at Work, the Dutch Diversity Charter.
- ▶ We have regular meetings with policy makers regarding the development of the 'Job Agreement' (Banenafpraak), an agreement on the percentage of people with a disability in businesses.
- ▶ We participate in [collaborations with other banks](#) on diversity and inclusion in business. In April 2020, we contributed to a session on supporting and promoting cultural diversity in banks with executives from other large banks in the Netherlands.
- ▶ We have regular contact with the Social and Economic Council of the Netherlands (SER) about our [B-Able programme](#) and our progress on diversity in recruitment and employment. The bank has also contributed to SER publications on diversity in senior management.
- ▶ We have [multiple collaborations](#) with social entrepreneurs including Ctalents, Emma@work, ITVitae, Onbeperkt aan de Slag, and Particibaan to support diversity in employment.
- ▶ ABN AMRO is part of a collaborative initiative with '125.000 banen', the Confederation of Netherlands Industry and Employers VNO-NCW, De Normaalste Zaak, and the Dutch Ministry of Social Affairs and Employment about people with a disability and their job opportunities. For instance, we participate in the Projectgroup Amsterdam (which is founded by [De Normaalste Zaak](#)) for more inclusiveness, an initiative of the Amsterdam municipality.
- ▶ ABN AMRO lobbied Dutch lawmakers to update the Netherlands Institute for Human Rights' definition of disability in Dutch law.
- ▶ We support the [Goldschmeding Foundation and Women Inc.](#) on their project focusing on an inclusive labour market.
- ▶ We [participated in research](#) carried out by the Netherlands Organisation for Applied Scientific Research (TNO) and the Dutch Ministry of Social Affairs and Employment concerning the recruitment and retention of non-Western employees.
- ▶ We have a [mentoring programme with Wrokko](#), a foundation that supports equal opportunities for young professionals in the Netherlands. In this collaboration, we share our know-how and network with young professionals in the Wrokko programme to help them find jobs and internships, including coaching them on the right entry points for these and supporting them through the application process.