

Summary Diversity & Inclusion Policy

Diversity encompasses an infinite range of individual differences and unique characteristics such as personality, beliefs and values, and also gender, race, nationality, ethnic origin, age, religion, disability, sexual orientation, marital status, union membership and political affiliation.

Inclusion recognizes and values people's differences, harnessing them to enrich everybody's working lives and enabling optimal performance. It involves not only removing bias, but also the creation of an environment of acceptance and respect in which every individual is encouraged to thrive and be the best they can.

Diversity and inclusion are both vital to the success of the bank's business. By the implementation of our diversity and inclusion policy within ABN AMRO we not only aim to create a diverse and inclusive workforce but also to recognise the human rights and equal opportunities of the bank's employees.

The vision set by the Executive Board is for ABN AMRO to become a company that mirrors, at all levels, the diversity of the communities in which it operates. ABN AMRO aspires to create an organisation in which staff from diverse backgrounds feel welcome and safe, can be themselves and are given the space and recognition they need to use their talents to foster the bank's development and their customers' success.

Diversity and Inclusion is an internal strategic programme that supports the bank's ambition and purpose 'banking for better, for generations to come'. It is based on visible and invisible differences, impacting all within the organisation. The impact can include changes in global and local policies and procedures in areas such as Human Resources, Product Development, Communications and others.