

Respect and Dignity Policy

Document purpose and scope

The Respect & Dignity Policy applies across the Bank and its subsidiaries. Its purpose is to create an engaging work environment free of discrimination, bullying, harassment and other unethical behaviours or employee relationship issues.

Which ESG-related issues does the Policy address?

The document strictly prohibits any attitudes, actions, or behaviours that may involve discrimination for any reason – including gender, age, disability, race, religion, nationality, political beliefs, union membership, ethnic origin, faith, sexual orientation, gender identity, or type of employment.

It emphasizes that all employees share responsibility for upholding these standards, with a particular focus on the role of management. It also notes that any concerning incidents can be reported through the Bank's available whistleblowing channels, as outlined in the Whistleblowing Policy. This Policy also describes the operation of the special helpline for employees, which serves as a consultation resource for workplace relations.

The Policy states that the Bank carries out ongoing intervention, education, and communication efforts aimed at preventing violations in employee relations.

The highest management level responsible for the Policy

The Head of the Strategic Partnership and Leadership Area is responsible for the implementation of the Policy, supported by the Ethics & Relations Office. They report directly to the MB member in charge of the Business Partnership Division.

Application across the Bank's subsidiaries

The Policy applies across the Group.