

Diversity

“We promote diversity because we can’t deliver on our strategy without it.”

Hedvika Holá, HR director ING CZ

We expect leaders:

- To be inclusive, seeking out diverse perspectives for broader insights and more robust decisions.
- To create a workplace in which every individual feels supported and inspired to operate to their full potential.
- To be aware of their unconscious biases and be open to understanding perspectives that don't fit immediately with their own.
- To create diverse teams by attracting and selecting people based on their competencies, not their background



ING ČR joined the Diversity Charter in 2019 by the signature of that time CEO Isold Heemstra.

70% principle

In a nutshell, it gives managers a basis for building mixed teams around appropriate dimensions of diversity. The principle strives for a 30% difference in team make up.

Managers will choose their focus but will keep in mind our global priorities gender, nationality and age group and the **70% principle**.

Why diversity?

At ING, we are committed to promoting diversity simply **because it is the right thing** and it is good for our business. As our business becomes global, our customers are becoming more diverse. To better understand them, we also need employees who are diverse.

At the same time, we want everyone who works in ING to **feel good**, no matter who they are, what backgrounds or beliefs they have. ING advocates, among other that both men and women have equal pay in the same position and have set up rules to prevent any discrimination.

Diversity Action points ING Czech Republic 2020

- Increase **awareness**: Open up the organization/ management for discussion, challenge our biases & mental.
- Increase **% of female managers / job holders** of key positions: Work actively with candidate pipeline for open managerial roles/ have at least one diverse candidate per open position.
- Make ING an attractive work place: Focus on parents after **parental leave**.

We are vocal about diversity because:

It's what we promise

When you work at ING, you have the same great opportunities as anybody else. No matter who you are, or where you come from.

It's what we expect

At ING, you do not always have to agree with others. But you are expected to treat others with kindness and respect

How are we doing?

The achievements show ING values diversity and inclusion, while recognizing there is still work to do



UN initiatives

- UN standards of conduct for business on tackling discrimination against lesbian, gay, bi, trans, & intersex people
- UN Global Compact's Women Empowerment Principles

ING supports and is committed to these UN initiatives because we believe that differences in age, background, gender, physical ability, sexual orientation and religious beliefs contribute to a stronger ING that is better equipped to respond to challenges and opportunities, and to support sustainable change in society.



Bloomberg Bloomberg Gender Equality Index

ING is one of the 230 firms recognized in the 2019 Bloomberg Gender Equality Index. It is the fourth year we are included in the listing. The Index offers public companies the opportunity to disclose information on how they promote gender equality across four separate areas. These are company statistics, policies, community engagement, and products and services. In 2018n we improved in all areas compared to 2017.



Equileap

ING was ranked as one of the top 200 firms in the 2018 Equileap report on gender equality.

Equileap is the first organization that provides an in depth cross sector ranking that examines gender equality based on 19 criteria. This was the second Equileap report and it assessed over 3,000 companies.

ING has been included twice



Workplace Pride Global Benchmark

ING is a founding partner of the 'international platform for LGBT Inclusion at Work'. Its activities include the International Workplace Pride Global Benchmark. This benchmark scores companies in seven areas and identifies best practices.

In 2017 we achieved a top tier score. In 2018, the Workplace Pride Global Benchmark raised their standards significantly, placing ING in the mid tier of all companies of similar size with a 46,3% score.



Hedvika Holá
HR Director ING CZ

We talked about **diversity** with **Hedvika Holá**, HR Director, ING CZ.

What does diversity and inclusion mean for you?

For me, it means the environment and the culture where everyone can be themselves and where people respect each other. I am proud to be able to contribute to creating such an environment at ING.

How?

Diversity is one of the priorities of my work. I love to join my colleagues at Prague Pride, I encourage my male colleagues to go on parental leave and their female colleagues to seek management positions.

Why?

Simply because it's right. My goal is to make diversity such a common part of our lives that we will not address it as a separate topic in the future.



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