

Summary of framework for gender equality, diversity and inclusion at Handelsbanken

adopted by the Chief Human Resources Officer, Group HR

Information class: Open

At Handelsbanken, we strive to have an inclusive work culture, based on trust and respect for all individuals. Diversity is a key factor in creating profitability and being an attractive employer. The Bank should reflect the diversity of the communities in which we work. We endeavour to achieve and maintain a balanced gender representation in the various roles and parts of the Bank.

Working with gender equality, diversity and inclusion is a fundamental part of Handelsbanken's values and corporate culture, and should also be a natural and integral part of our day-to-day work. All business plans include goals and activities that promote gender equality, diversity and an inclusive culture. These activities are to be based on our role as an employer, but also on the perspective of our customers and the community as a whole. Therefore, the more diverse we are, the better we can live up to the expectations of our customers and meet their needs.

Gender equality at Handelsbanken means that everyone at the Bank, regardless of gender, must have the same rights, opportunities, and conditions to develop and contribute to the Bank's development.

The objective is to respect and make the most of each employee's competency, experience and value, so that they can develop as individuals and in their professional roles. Our objective is to have a staff with an even gender balance, where at least 40 per cent are women or men, in all parts of the Bank – in terms of the various professional roles, areas, units and countries.

Diversity at Handelsbanken encompasses various individuals' different skills and work experience, different ways of thinking and solving problems, socio-economic background, appearance, and personal circumstances. It also includes differences such as gender, transgender identity or expression, age, ethnic background, sexual orientation, disability, religion or other belief, or any other grounds for discrimination.

Our objective is to attract, recruit, develop and retain employees with diverse backgrounds and perspectives. Diversity is an important part of our success, and is closely linked to our profitability. By having an inclusive culture, we can make the most of all the advantages that gender equality and diversity entail. The goal is to achieve a gender balance in all parts of the Bank, both in different professional roles and different parts of the organisation, in both units and countries.

In order to achieve our goals for gender equality, diversity and an inclusive culture, we are putting extra focus on the following areas: management succession planning and recruitment, training and competency, health and work environment, the balance between working life and private life, and equal pay between women and men. In addition, all these areas are followed up in terms of a number of key indicators.

Special focus is put on the importance of all managers' responsibility to identify, encourage and develop new managers with different genders, backgrounds and experiences. In both internal and external recruitment it's important to compile a job description and to focus on required competencies, so that our recruitment process is truly based on competencies and less influenced by unconscious bias. When recruiting for a managerial role we strive to have at least one female and one male candidate on the recruitment shortlist.

At Handelsbanken, all forms of victimisation, discrimination and harassment including sexual harassment are unacceptable. This type of behaviour goes against our business culture. Every individual is entitled to be treated with trust and respect, and we all have a responsibility to prevent and take action against all forms of unacceptable behaviour that are detected, or come to light.