



# DIVERSITY AND INCLUSION AT BAWAG GROUP



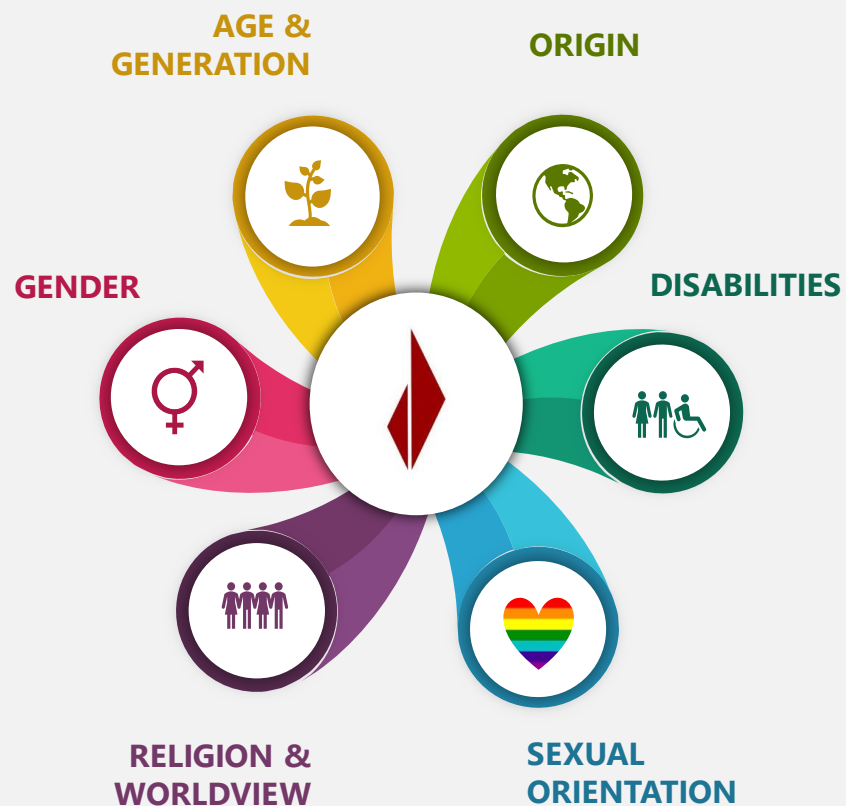
***BAWAG Group is striving to be a meritocracy. The Management Board takes a great deal of pride in ensuring our company values are individual based on merits without bias towards age, gender, color, ethnicity, sexual orientation, disability or religion.***

***This is what makes us a truly unique organization.***

*Anas Abuzaakouk*

*Chief Executive Officer*





All employees of BAWAG Group, whether full time or part time, are to be treated fairly and equally, regardless of **age, gender, disabilities, sexual orientation, origins (national and ethnic) or religion and beliefs.**

We **decline all forms of discrimination** and see **diversity** and **equal opportunities** as a **strength** and **competitive advantage.**

We take a **strong stance against** all forms of **mobbing, sexual harassment, intimidation** and **violence.**

## Commitment by Management



- BAWAG Group lives diversity through its diverse Management Board and employees
- We signed the **Diversity Charter** of the Austrian Federal Economic Chamber in 2010
- **Statement** in our **Code of Conduct** applicable to employees, Management Board and Supervisory Board
- We are a member of the **UN Global Compact** and commit to these principles
- We commit to the principles of the **UN Women's Empowerment Program**
- Our company values are based on the **ILO Convention** and **the freedom of association** which ensures that everyone is free to form and participate in groups
- In our actions and conduct we consider **human rights**, including the OECD Guidelines and the UN Guiding Principles on Business and Human Rights

## Recruiting process



- Our **recruiting process** is designed to **prevent unconscious bias**
- We use **gender-neutral wording** in our job advertisements
- We raise awareness to **avoid stereotyping** in the **recruiting process**

## Trainings



- **Diversity values** are **communicated** in leadership and potential programs
- **Online training** on diversity for all employees in via our online training tool goodhabitzz
- Specific **diversity trainings** on unconscious bias for recruiters and hiring managers

## Raising awareness through communication



- CEO Newsletters
- Through our **internal communication platforms** (Intranet and MIA) and **social media**
- In our communication we pay attention to taking diversity into account and preventing stereotyping



# AGE & GENERATION



We believe that age diversity in the workspace **brings innovation** and **improves performance**. We benefit from **mixing** the diverse strengths and perspectives of **younger** and **older employees**.

## 4 Generations 1 Organization:

10%	<b>BOOMER</b> 1946-1964
39%	<b>GENERATION X</b> 1965-1980
40%	<b>GENERATION Y</b> 1981-1996
11%	<b>GENERATION Z</b> 1997-2010

## Our measures:

- In the hiring process, age is **no determining factor**
- A certain **age is no prerequisite** for a promotion, education, or training
- We have **performance-related, age-independent remuneration systems**
- We take **measures to maintain the health** of our employees (e.g., company doctor, company health benefits, sports club and special conditions in various fitness studios)
- Our office is equipped with **ergonomic workstations** (height adjustable seats and desks, monitors in various sizes)



# ORIGIN



We **strive to attract** and **retain employees with diverse national** and **ethical backgrounds** to build a workforce that represents the diversity of our society. We strongly believe the diversity of our employees helps us to **work better together** and brings **greater innovation** for our clients and our company.



**employees from 45+ nations**

## Our measures:

- In the hiring process, we give the **same opportunities** no matter where applicants come from or what color they have
- A certain **origin is no prerequisite** for promotion, bonus, education, or training
- We provide **German** and **English language courses** for our employees
- To improve the **intercultural competence** of our employees, we offer **online training** via our online training tool goodhabitzz for all employees





# GENDER



We want our workforce to provide **gender equality** and **equal opportunities for women and men**. We strive to maintain and increase the number of female leaders in our company.

### Overall gender distribution



54% Women

46% Men

### WOMEN EMPOWERMENT PLAN SINCE 2012

- Raising awareness
- Equal career opportunities
- Financial equality
- Promoting a better balance between career and family for women and men

### Our measures:

- In the hiring process, women and men are given **equal opportunities**
- Among the participants in our **potential and leadership programs**, we value a balanced number between women and men
- We **support employees returning from parental leave** and **encourage part-time leadership roles**
- With the **BAWAG Group Women’s Mentoring Program** and our **Women’s Initiative** we want to further encourage and empower women in our company



# DISABILITIES



We strive to be an employer that makes work **accessible to all** and further **includes** and **supports** employees with disabilities.

## Our measures:

- In our **recruiting process**, we apply the same standards for applicants regardless of disabilities
- We consider the **individual situation** of employees with disability in the **design** and **deployment of work**
- We consider **accessibility at all levels**
  - office and workstation for employees
  - accessible website and branches for customers
- **Workstation can be individually designed** according to employees needs
- Employees with disabilities receive **additional vacation days** according to our collective agreement





# SEXUAL ORIENTATION



We aspire a workplace where every employee can be their authentic self and **express** their **sexual orientation** with pride and confidence.

## Our measures:

- Sexual orientation is **not considered** in any decisions, such as
  - Recruiting process
  - Job assignments
  - Promotions
  - Remuneration
- **Social benefits** are available regardless of sexual orientation
  - Nursing leave
  - Paternity leave
  - Dad months
- When designing external and internal communication materials, **we commit ourselves** to diversity. We don't want to transport any stereotypes through visual language.



# RELIGION & WORLDVIEW



BAWAG Group fosters a **work climate of acceptance and understanding toward all religions, worldviews and lifestyles**. We accept and appreciate different beliefs, views and opinions.

**All major religious groups are represented among BAWAG Group employees**

**Tolerance and sensibility in multi-cultural teams is important to us as an organization**

## Our measures:

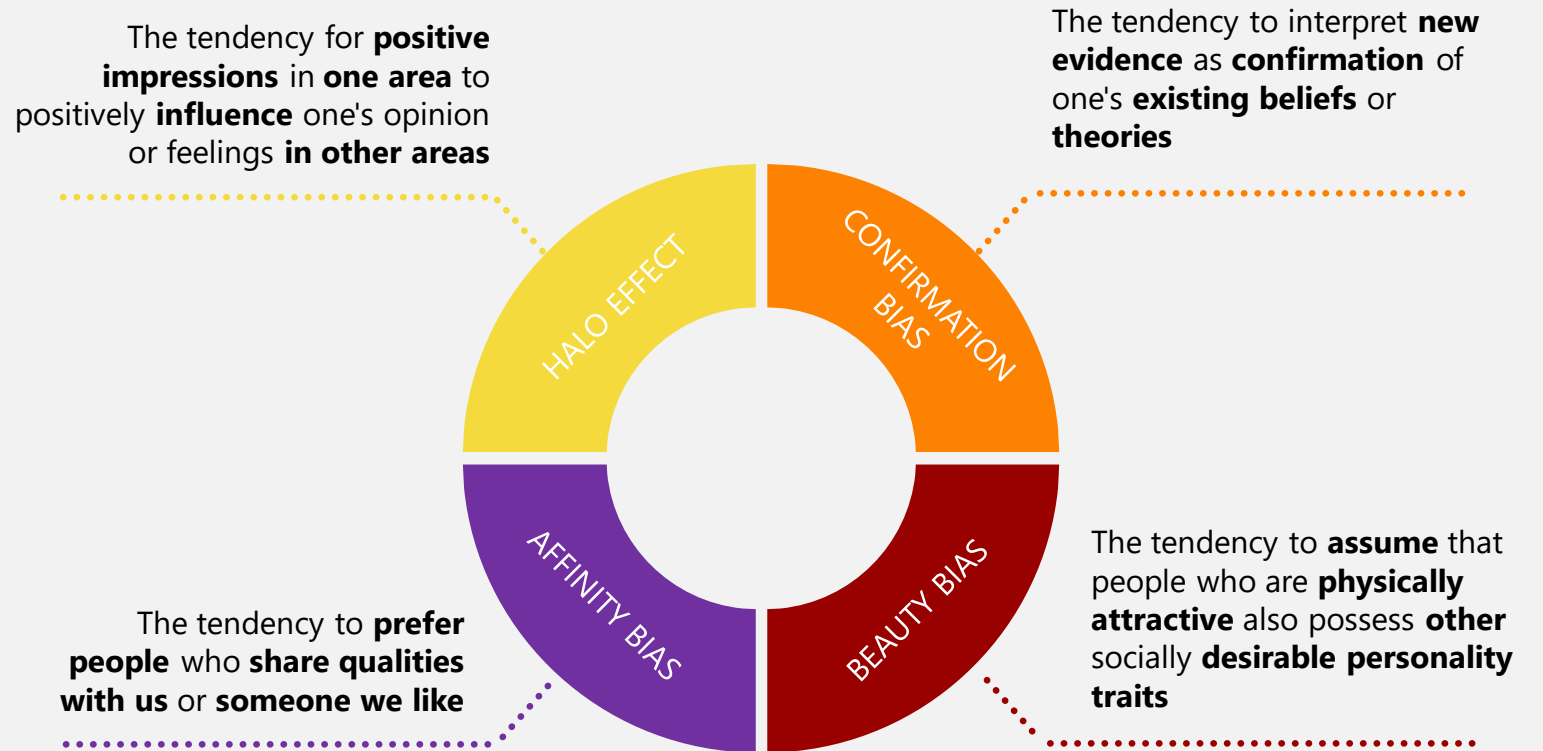
- We **tolerate different religious beliefs, political opinions, and philosophical beliefs**. We strive to avoid conflicts by talking to each other and trying to understand and respect different point of view
- Religious affiliation, world view or lifestyle are **not considered** in any decisions, such as
  - Recruiting process
  - Job assignments
  - Promotions
  - Remuneration
- We encourage employees and managers to respect practices of religion when **scheduling working hours or breaks** (whenever possible)

# PREVENTING UNCONSCIOUS BIAS

Unconscious bias is a behavioral tendency to judge people and situations based on unconscious perceptual and learning mechanisms.

Over **175 biases** determine thinking and influence decisions.

First step to prevent unconscious bias is to **accept that we all have it**. By being aware of how it influences our perception and decisions, we can **face unconscious bias**.



## HOW TO TACKLE UNCONCIOUS BIAS IN THE WORKPLACE:

- **Slow down** - unintentional bias is more likely when you make fast decisions.
- **Avoid** making **assumptions** or relying on **gut instinct**.
- **Don't stereotype** individuals or groups (e.g., women – men, older – younger generations).
- **Speak out** if you notice bias in your team or by your managers.
- **Learn more** about the topic in the courses "Cultural Diversity" and "Curb Your Bias" on goodhabitz.
- **Implicit Association Test (IAT)** from Harvard University helps you to identify your own biases.



# QUESTIONS & CONTACT



If you have any questions regarding diversity and inclusion in BAWAG Group contact [hr@bawagpsk.com](mailto:hr@bawagpsk.com)

