finora bank

DIVERSITY, EQUITY, INCLUSION (DEI) AND EQUAL OPPORTUNITIES POLICY

- Describes the Bank's key principles and commitments on equal opportunities and diversity, equity and inclusion, and provides guidance for their implementation.
- The purpose of the Policy is to ensure a respectful and non-discriminatory work environment by protecting employees' rights, defining prohibited actions, clarifying responsibilities, and establishing procedures for handling violations.
- The Bank is committed to diversity, equity, inclusion, and equal opportunities, ensures a respectful and non-discriminatory work environment based on merit, applies zero tolerance to inappropriate behaviour, and enforces disciplinary measures for policy violations in accordance with applicable law and internal procedures.

Equal opportunities and non-discrimination

The Bank applies the principles of gender equality and non-discrimination across all activities, ensuring fair treatment, equal opportunities, and respect for human rights regardless of identity traits. Employees are provided with equal access to recruitment, development, training, career progression, pay, and safe working conditions, supported by objective criteria, inclusive leadership, protection from harassment and retaliation, and measures such as work–life balance support and reasonable accommodation for persons with disabilities. Employees are expected to act respectfully, uphold diversity and inclusion principles, and comply with equal opportunities requirements.

Diversity

The Bank fosters a diversity-friendly and inclusive workplace by valuing different competencies, experiences, and perspectives, promoting equal treatment and non-discrimination. It aims to improve representation of underrepresented genders through fair recruitment, development, and succession planning based on merit, and regularly monitors diversity challenges, addressing them through appropriate measures, dialogue, and awareness initiatives in line with applicable laws.

Equity

The Bank promotes equal opportunities and fair treatment by ensuring employment decisions are not based on personal characteristics and by continuously improving, monitoring, and adjusting its practices to prevent unjustified disparities in line with legal requirements.

Inclusion

The Bank promotes an inclusive and respectful workplace culture, expects inclusive and professional behaviour from all employees, and, where legally possible, offers flexible working arrangements to support work–life balance and employee retention.

Note: This is a public summary. In all cases, the full Diversity, Equity, Inclusion (DEI) and Equal Opportunities Policy shall prevail**.**