

# Out & Proud Statement

Work on trust. That's what we do at De Nederlandsche Bank (DNB) as we focus on our various tasks, inspired by our core values: committed, open, dependable and alert. To do this effectively, we want and need to be representative of the diverse society we serve. That is why we are committed to creating an inclusive working environment for all colleagues and promoting LGBTIQ+ diversity and inclusion within as well as outside the walls of our organisation.

We support our LGBTIQ+ colleagues with our DNB Out & Proud statement. It consists of six principles to ensure we continue to take steps in achieving a safe and inclusive working environment for all. We want people from the LGBTIQ+ community to be able to be themselves at DNB, regardless of their sexual orientation, gender identity or gender expression. We invite other organisations to issue a similar statement to promote LGBTIQ+ diversity and inclusiveness in the working environment.

The Governing Board of De Nederlandsche Bank  
11 oktober 2021



# PROUD!



Principle 1 – We are committed to supporting our LGBTIQ+ colleagues at all levels

- We visibly support the LGBTIQ+ community at all levels in our organisation. Visible support enables LGBTIQ+ employees to be themselves at work, and can promote dialogue between the LGBTIQ+ community and others in the organisation.
- A member of the Governing Board is a sponsor for the LGBTIQ+ community and represents LGBTIQ+ topics at the highest level, ensuring a substantial change.

Principle 2 – We promote LGBTIQ+ awareness and visibility in the working environment

- Information on and understanding of LGBTIQ+ topics contributes to a safe and welcoming working environment for LGBTIQ+ colleagues.
- We create more understanding and dialogue, for example by providing communication materials and training courses specifically on LGBTIQ+ topics.

Principle 3 – We have a zero tolerance policy for intolerant attitudes towards LGBTIQ+ colleagues

- Intolerant statements and behaviour towards LGBTIQ+ colleagues are unacceptable at any time and place.
- We are committed to ensuring that everyone complies with our anti-bullying and anti-harassment policy. This is the responsibility of every colleague at every level of our organisation.
- We have clearly documented, effective and fair processes for dealing with reports of LGBTIQ+ harassment and bullying.

Principle 4 – We strengthen and regularly consult our LGBTIQ+ network

- We recognise the importance of an effective employee network for LGBTIQ+ colleagues and allies, by providing a platform where they can give and receive support.
- We enable the LGBTIQ+ network to support our HR team by constructively contributing to the organisation's policies, processes and training, thus keeping our organisation alert and aware.

Principle 5 – We actively express our commitment and these principles at the European level

- We actively promote our commitment to LGBTIQ+ diversity and inclusion and the principles of this statement in the European systems of central banks, supervisors and resolution authorities, and in all the European networks to which we belong.
- We actively seek dialogue and synergy with other LGBTIQ+ networks in Europe.
- In doing so, we act as an example and put LGBTIQ+ topics on the agenda in Europe.

Principle 6 – We continue to strive for further improvements

- We continuously strive for further improvements in creating an inclusive work environment for all colleagues and in promoting LGBTIQ+ diversity and inclusion within and outside DNB. In doing so, we monitor and benchmark our progress.
- Of course we do not register individuals' sexual orientation and gender identity and gender expression. However, it is important for our organisation to gain insight into the diversity of our workforce, so we may include questions on sexual preference, gender identity and gender expression in anonymous employee satisfaction surveys. Answering these questions is voluntary, and we will treat the data collected with the degree of anonymity and care required by law.
- We aim to publicly compare our achievements in LGBTIQ+ diversity and inclusion with those of other organisations and to learn from others.