



Out & Proud Statement DNB

Working 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. We are therefore committed to creating an inclusive working environment for all employees, including those who identify as lesbian (L), gay (G), bisexual (B), transgender (T), intersex (I), queer (Q), or feel comfortable identifying with another form of representation within the community, such as asexual and pansexual (+). This is how we help to build LGBTIQ+diversity and inclusion, both inside and outside our organisation.

We support our LGBTIQ+colleagues with our DNB Out & Proud Statement. It consists of a number of principles to ensure that we continue to take steps to achieve 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 inclusion in the workplace.

Executive Board of De Nederlandsche Bank N.V.,
11 October 2021

Update: 19th December 2023



EUROSYSTEM



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

- We visibly support the LGBTIQ+community at all levels of our organisation.
- The Executive Board's policy addresses every part of the LGBTIQ+ acronym, and therefore also includes more marginalised groups within the community, such as transgender and intersex colleagues.
- Visible support enables LGBTIQ+employees to be themselves at work, and helps promote dialogue between the LGBTIQ+ community and others in the organisation.
- A member of the Executive Board is a sponsor for the LGBTIQ+ community and represents LGBTIQ+topics at the highest level to ensure significant change.

Principle 2 We promote LGBTIQ+awareness and visibility in the workplace

- 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, e-learnings and training courses specifically on LGBTIQ+topics, while also facilitating development programmes specifically for the LGBTIQ+community at DNB.

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.
- We ensure that our confidential advisers and complaints committee are thoroughly versed on LGBTIQ+issues.

Principle 4 We empower 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 empower the LGBTIQ+network to support our D&I and HR team by constructively contributing to the organisation's policies, processes and training programmes, 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 Out & Proud Statement in the European System of Central Banks, among other supervisory and resolution authorities, and in all the European networks to which we belong.
- For example, we actively seek dialogue and synergy with other LGBTIQ+ networks in Europe, such as the European Central Bank's LGBTIQ+network.
- In doing so, we act as a role model 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.
- As we work to strengthen our LGBTIQ+policy on an ongoing basis, we are eager to listen to signals on diversity from all colleagues at DNB. In consultation with our LGBTIQ+network, we therefore ask appropriate questions about sexual orientation, gender identity and gender expression in anonymous employee surveys. Answering these questions is voluntary, and we treat the information 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.