

Diversity and Inclusion Policy Statement

Arab Bank Europe plc (the “Bank”) values the differences that a diverse workforce brings to the organisation and is fully committed to ensuring lawful and fair treatment to all staff.

The Bank will always look to ensure equal opportunities to all individuals irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation or social-economic background. It will not discriminate because of any other irrelevant factor and will continue to develop a culture that values meritocracy, openness, fairness and transparency.

All employees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Bank’s disciplinary policy.

The policy is applicable to all permanent and temporary staff including secondees, agency staff and contractors. The policy applies to all processes relating to employment during the employment life-cycle (recruitment, performance management, learning and development and management of employee relations issues).

We will continue develop our diversity and inclusion culture at the Bank and will adhere to the standards set out in the policy. As part of this we will:

- Update and further develop our human resources procedures and policies to ensure commitment to
- diversity and inclusion across the Bank
- Secure top-level commitment to creating a supporting and inclusive culture at the Bank
- Communicate and raise awareness of the Bank’s standards in relation to diversity and inclusion

The policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements.