



Swedbank
Policy on Diversity and Inclusion

Adopted by	The Board of Directors of Swedbank AB (publ.)
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Purpose

Swedbank is the bank for the many. The aim is to set an example on issues involving customer relations, business ethics and responsibility for important social concerns such as endorsement of the principles of gender equality, diversity and inclusion. All employees shall have the same opportunities when working for Swedbank. We strive to be in a leading position in the questions of gender equality, diversity and inclusion. We apply zero-tolerance against discrimination, harassment, sexual harassment and bullying. The Bank wants to create a climate where gender equality and diversity are self-evident parts of the organization and where differences are used actively to create business benefits. Consequently, our supplier chain and companies we invest in are expected to meet requirements such as zero-tolerance towards discrimination and display proactive efforts towards diversity and equality. Our ambition is for our employees to mirror the diversity of our customers and the markets in which we operate.

By diversity and inclusion, the Bank means that every employee, within their own abilities, qualifications and life experiences, is an equal part of the collective. All employees regardless of gender, ethnic background, religion or other belief, age, sexual orientation, gender identity and gender expression or physical ability should have equal access to development and career opportunities. The diversity of our employees, in addition to the human rights perspective, is ultimately an opportunity to utilize a variety of experiences and competencies that makes diversity a factor in consistently raising profitability and ensuring that the Bank remains an attractive employer. Consequently, gender equality and diversity are of strategic importance.

General definitions shall have the meaning set out in the List of Group common definitions.

Diversity and Inclusion

Working conditions, salaries, benefits, career development and other employment terms are designed with the aim of providing equal opportunities and making it easier for all employees to combine work, private life and parenthood. These areas of working conditions are investigated, analyzed, remediated and evaluated annually from an anti-discrimination perspective. Laws, regulations and union agreements are the minimum level for the Bank's gender equality and diversity work, the standard is set to do more and to be a leading example in our home markets.

Gender equality, diversity and inclusion are areas of knowledge, not a matter of opinion. Knowledge is essential to find the right measures that contribute to diversity and inclusion. To increase equality and take advantage of diversity, any patterns and structures that prevent employees from utilizing their full potential must be altered. The Bank's objective is to create groups of people with different experiences and backgrounds and an even distribution of men and women at all levels – from top management to employee level.

Diversity and inclusion affect all employees and are promoted at all levels of the Bank and its subsidiaries. Every manager has a responsibility to promote goal-oriented gender equality and diversity work, which includes implementing changes, spreading information, conducting continuous follow-ups and contribute to changing patterns and structures which hinder diversity and inclusion. Leadership which draws attention to, recognizes, values and utilizes differences and similarities among employees ensures them of greater opportunities to reach their full potential. In this way, the Bank can better satisfy customers' various needs and identify new and better business opportunities.

In order to favor independent opinions and critical thinking both the Board, the Subsidiary Boards and the top management shall, with due consideration to local regulations, consist of sufficient diversity concerning for example gender, age, geographical origin, educational- and professional background.

A positive attitude toward diversity and inclusion is integrated in and pervades the day-to-day operations across the Group.