

ING's global diversity & inclusion policy

Our vision is to unlock our people's full potential through our inclusive culture where everyone has the opportunity to develop and have impact for our customers and society.

Our global DIB policy help us achieve our vision in the following ways:

- Actively support diversity, equity, and inclusion and embed a culture where everyone is valued and treated with dignity and respect.
- Help people leaders work in partnership with their teams to create and sustain an inclusive working environment where everyone's unique contribution is valued and where everyone feels a sense of belonging.
- Make sure decisions affecting employment, learning and development, promotion and career development are based on an individual's ability and reflect genuine requirements of the job.
- Conduct annual analyses of our global gender pay gap and equal pay for equal work as part of our aim to denounce discrimination and to promote equal remuneration for work of equal value for all employees.
- Provide everyone with the appropriate information, and training, on diversity, equity, and inclusion in the workplace.

- Make the necessary adjustments to meet the needs of people with disabilities where reasonable and practicable to do so.
- Strive continually to provide people with a working environment that is free from discrimination and/or harassment of any kind.
- Behave in accordance with the values and behaviours of [our Orange Code](#) which applies to all ING business units in all countries worldwide.

Our stance on discrimination

At ING, we denounce all forms of discrimination. We are working together to create an inclusive workplace and, in turn, play our part in building an inclusive world. To support our ongoing efforts to create meaningful change, we have measures that aim to keep discrimination from happening within our company. Discrimination includes any distinction, exclusion or preference made on the basis of age, sex, gender identity or expression, gender reassignment, sexual orientation, family responsibility (including pregnancy, maternity, paternity and adoption), partnership status, cultural background, religion, race, ethnicity, physical or mental disability, nationality, political opinion, social origin or any other status, that has the effect of nullifying or impairing equal opportunity or treatment in employment. Any distinction, exclusion or preference not based on the inherent requirements of the job is deemed as discrimination.