Gender equality, diversity and inclusion at Handelsbanken

At Handelsbanken, we strive to have an inclusive work culture, based on trust and respect for all individuals. Diversity and inclusion is key factors in creating profitability and being an attractive employer. The Bank should reflect the diversity of the communities in which we work. We endeavour to achieve and maintain a balanced gender representation in the various roles and parts of the Bank.

Working with gender equality, diversity and inclusion is a fundamental part of Handelsbanken's values and corporate culture and should also be a natural and integral part of our day-to-day work. Where applicable, all business plans should include goals and activities that promote gender equality, diversity and an inclusive culture. These activities are to be based on our role as an employer, but also on the perspective of our customers and the community as a whole.

Gender equality at Handelsbanken means that everyone at the Bank, regardless of gender, must have the same rights, opportunities, and conditions to develop and contribute to the Bank's development. The objective is to respect and make the most of each employee's competency, experience and value, so that they can develop as individuals and in their professional roles. We aim to have a gender-balanced workforce, with women or men accounting for at least 40 per cent of all employees and managers. The goal is to achieve and/or maintain gender balance in these roles by 2031.

Diversity at Handelsbanken encompasses various individuals' different skills and work experience and different ways of thinking and solving problems. It also includes differences such as (but not limited to) gender, transgender identity or expression, age, ethnic background, sexual orientation, disability, religion or belief, or any other grounds for discrimination. Our objective is to attract, recruit, develop and retain employees with diverse backgrounds and perspectives.

By having an inclusive corporate culture, we show trust and respect to others, allow and appreciate differences, share our knowledge and experience with others, take new approaches, and are open to different perspectives – are committed, participative and collaborative. The goal is for all employees to feel respected and included.

Diversity and inclusion is a key factor in creating profitability and being an attractive employer. We endeavour to achieve and maintain a balanced gender representation in the various roles and parts of the Bank. Therefore, managers at Handelsbanken also have a responsibility to identify potential new managers, and to motivate and develop existing managers.

In order to achieve our goals for gender equality, diversity and an inclusive culture, we are putting extra focus on the following areas: management supply and succession planning, recruitment, training and competency, health and work environment, the balance between working life and private life, and equal pay between women and men.

To create the best conditions for promoting diversity in the recruitment process and reducing the risk of discrimination, we recruit, both internally and externally, according to the method of competency-based recruitment. This means that we start from a clearly defined requirement profile focusing on the competencies needed, so that the recruitment process is based on the candidate's competence and is less influenced by unconscious biases.

At Handelsbanken, all forms of victimisation, discrimination and harassment including sexual harassment are unacceptable. This type of behaviour goes against our business culture. Every individual is entitled to be treated with trust and respect, and we all have a responsibility to prevent and take action against all forms of unacceptable behaviour that are detected, or come to light.

Adopted by the Chief Human Resources Officer, Group HR