



## Multicultural Bankers Belgium Pledge for Institutions

*To commit as an ally to multicultural inclusion in finance, we will:*

1. Appoint an **Executive Sponsor** for ethnic and cultural inclusion
2. Commit at board level to **zero tolerance** of harassment and bullying.
3. **Consider measuring** ethnicity/multiculturality data and follow up on progress regarding recruitment and promotion - **optional**
4. Make clear that supporting equality in the workplace is the **shared responsibility** of all leaders and managers.
5. **Support the progression** of employees of different origins/ethnicities into senior roles, in the financial sector and therefore, – implement action plans to progressively reduce imbalances, focusing on the executive level and middle management pipeline;
6. Support **inclusion allies** in the workplace and consider launching an internal network (ERG)
7. **Communicate internally** on the potential risk of discrimination including discrimination linked to origin or ethnicity, and take appropriate measures to **prevent all forms of discrimination**.

We deliver on these commitments by implementing the following:

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We sign the pledge because:

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Company Name

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Signature

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