



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
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, HR and communication in the financial sector and therefore, define internal KPIs- expressed in self-chosen targets - 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. Include ethnically diverse-led enterprise owners in supply chains.

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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