

# Diversity

## manifesto

At CaixaBank we know that one of the principal levers for getting a company ahead is contributing to the development of talent and equal opportunities.

Diversity and equality are part of our culture. This is why we have spent years working to become a benchmark organisation for our people, fostering inclusion and participation on equal terms and identifying and overcoming obstacles in the path towards equal opportunities.

We want to carry on working towards being an organisation and an environment with the same opportunities for everybody. Because together we can drive change and help to build a fairer society.



**Including and fostering equal opportunities** in all the organisation's policies and processes and promoting a culture based on merit and respect for people.



**Helping to break down established restrictive stereotypes and beliefs** that stand in the way of development and innovation.



**Backing the creation of diverse, transversal and inclusive teams**, recognising people's individuality and difference and putting an end to any excluding or discriminatory behaviour.



**Promoting actions and measures to foster awareness and social change** through training, networking, mentoring, debates, talks, awards and sponsorships.



**Disseminating the value of diversity** among all the people, institutions, companies and bodies we work with.

**Our commitment**