

## ING in the Bloomberg Gender-Equality index

**ING Bank Śląski has been recognised for its work on gender equality in business and has been included in the global Bloomberg Gender-Equality Index (GEI). It recognises listed companies from around the world for their respect for gender equality in the working environment.**

ING Bank Śląski's gender equality activities were assessed by independent experts. ING's presence in the Bloomberg GEI index is the result of high scores in a survey on five areas of the company's performance: women's leadership and talent development, equal pay, inclusive work culture, gender protection policies and a pro-woman brand.

The index analyses the performance of public companies with a capitalisation of more than USD 1 billion that provide data on employee gender. Only companies that have achieved a score that meets or exceeds a globally defined threshold qualify for the prestigious index.

In the Bloomberg GEI rating, issues of respect for diversity and gender equality are analysed in terms of employment conditions, educational activities, employee benefits and perks, career development opportunities, promotion paths and salaries, among others.

*"We pay a great deal of attention to ensuring that everyone feels comfortable in our bank and is treated fairly and equally. So that they can pursue their dreams and interests. That is why the policies we have adopted in this area have been in place for many years. Our presence in the elite group of 484 companies from all over the world included in this edition of the Bloomberg index is a confirmation that our actions have the right direction",* says Brunon Bartkiewicz, CEO of ING Bank Śląski.

The bank has a number of initiatives to promote the promotion of equality, diversity and inclusion, aimed at employees. Among them, it is worth mentioning:

- A workshop for leaders on managing diverse teams;
- Educational actions for employees in the form of webinars, webcasts and workshops on diversity developing inclusive behaviour in the organisation;
- Why differences matter thematic conferences on issues of diversity and inclusion.

Bloomberg has been publishing the Gender-Equality Index (GEI) since 2016. It provides transparency on gender practices in listed companies, increasing the range of environmental, social and corporate governance (ESG) data available to investors.

For more information, see <https://www.bloomberg.com/gei/resources/>