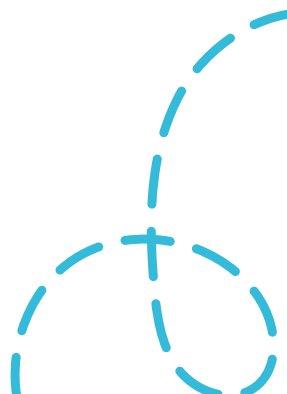


TOGETHER IN *Diversity*



BANQUE
INTERNATIONALE
À LUXEMBOURG



DIVERSITY

WHY

We believe that diversity increases the collective performance of our organization as it allows us to:



Ensure employees feel valued and welcomed and create an environment of trust and collaboration

Have a positive impact on BIL's culture and boost our values: Create, Collaborate and Care

**CREATE
COLLABORATE
CARE**



**Together in diversity in order to
shape a brighter future. Every day.**

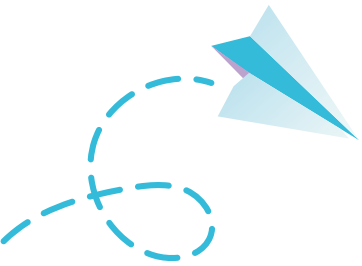
FACTS



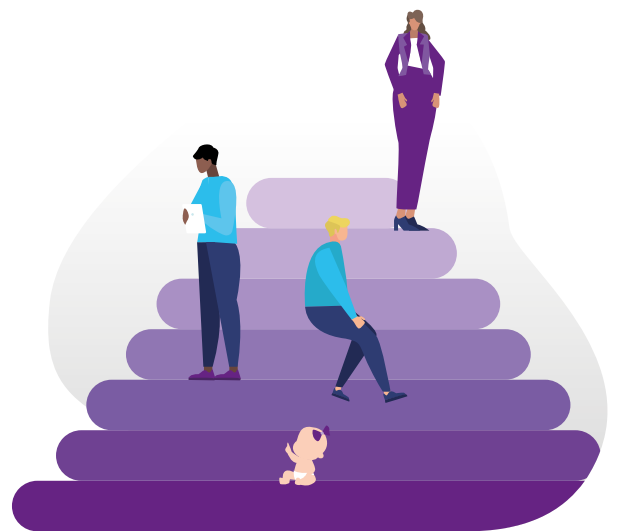
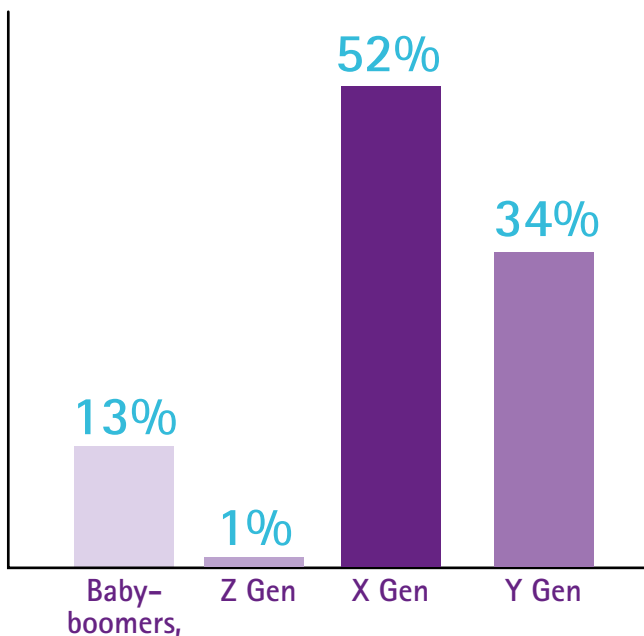
More than
40
nationalities
at BIL



More than
30
spoken languages
with the gradual
emergence of
English



Diversified age pyramid:



TOGETHER IN DIVERSITY

COLLECTIVE PERFORMANCE?

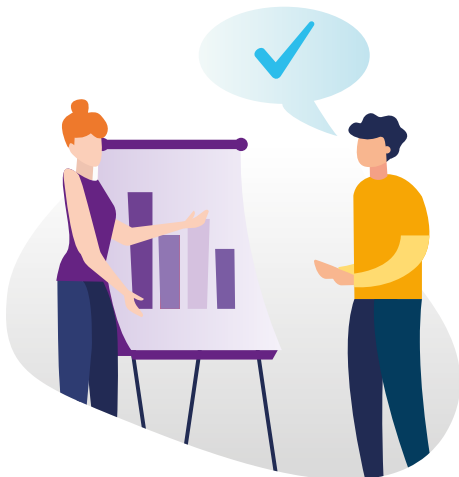


WE ARE DIFFERENT



COLLECTIVE PERFORMANCE

we know that Together we are Stronger



EFFECTIVENESS

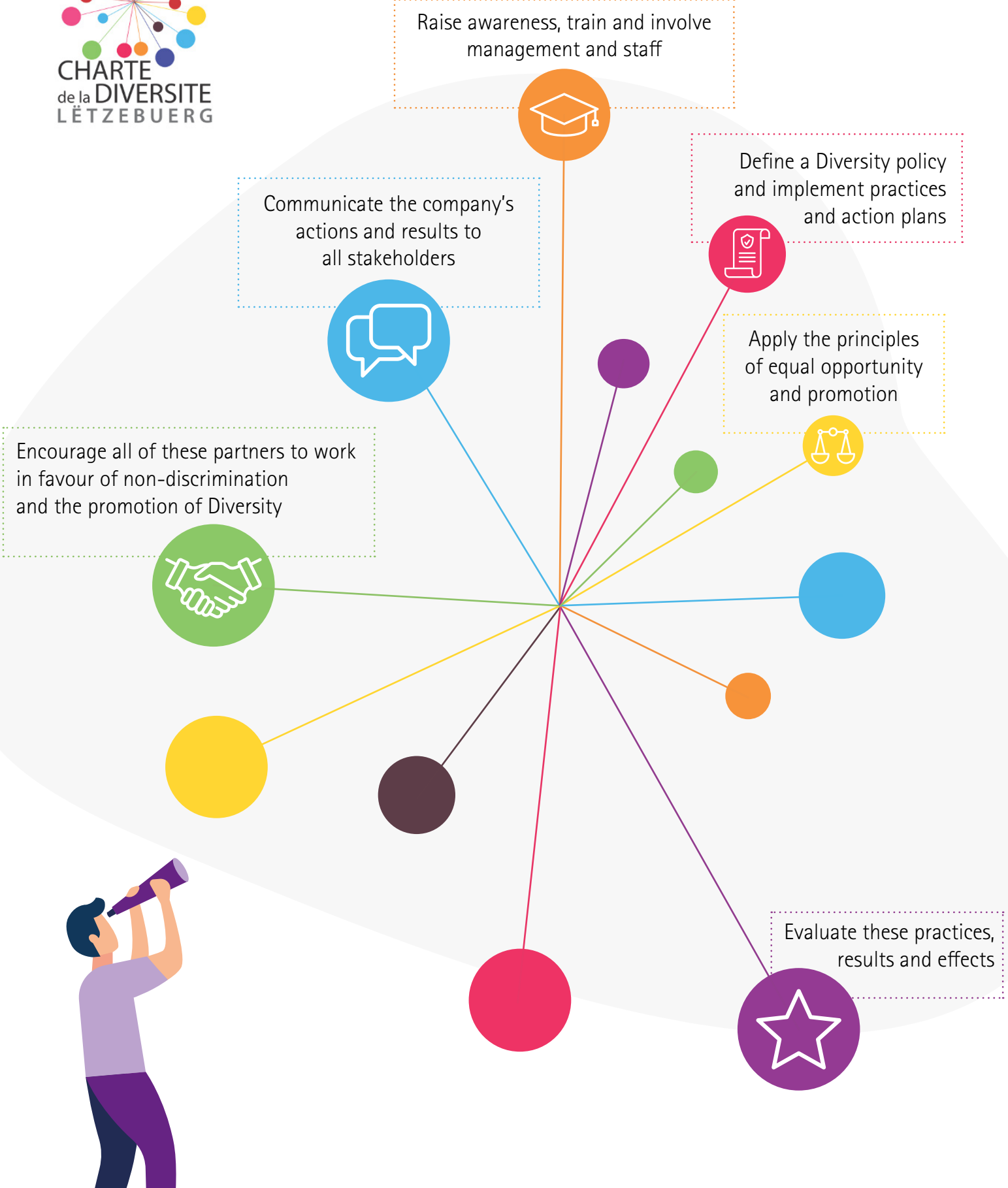
... ability to fulfil the contract with customer



EFFICIENCY

... ability to be efficient at lowest cost

BIL IS COMMITTED AND IS A SIGNATORY OF THE DIVERSITY CHARTER



Raise awareness, train and involve management and staff

Define a Diversity policy and implement practices and action plans

Apply the principles of equal opportunity and promotion

Evaluate these practices, results and effects

Communicate the company's actions and results to all stakeholders

Encourage all of these partners to work in favour of non-discrimination and the promotion of Diversity

ACTION PLAN 2020 – 2023



"Cultural and Background"

Ensure an atmosphere of exchange and openness



"Age"

Promote intergenerational exchanges



"Illness and Disability"

Ensure to promote professional reintegration or resocialization



"Gender"

Define measures to eliminate inequalities



"Sexual Orientation"

Free up the voice

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