Diversity and Inclusion Policy
1. THE EBRD’S MISSION – THE BUSINESS CASE FOR DIVERSITY

The EBRD’s mission is to foster the transition towards open market-oriented economies and to promote private and entrepreneurial initiative in its countries of operations committed to and applying the principles of multiparty democracy, pluralism and market economics. The EBRD’s client base is highly diverse and anticipating and meeting the needs for transition takes ideas, energy and innovation. Diversity is one of the Bank’s core values which are at the heart of everything it does. A diverse workforce with the right knowledge and skills enables the EBRD to connect with its clients, be more creative, make better decisions and attract, retain and motivate the best talent. EBRD staff is already characterised by its rich diversity of nationalities, cultures and opinions and the EBRD aims to sustain and build on this strength. The EBRD seeks to ensure that everyone is treated with respect and is given equal opportunities.

2. GENERAL STATEMENTS AND PRINCIPLES

2.1 General statements

The EBRD recognises that the provisions of this Diversity and Inclusion Policy are not only good management practice but also make good business sense. The EBRD strives to provide equal opportunities and respect staff individuality regardless of personal characteristics which are inherently unrelated to the job requirements. These characteristics may include but are not limited to, for example, age, disability, gender identity, nationality or race, religion or belief, sex and sexual orientation.

Discrimination may often be unconscious, and can happen through making general assumptions about individuals or groups of individuals in terms of their ability, characteristics, motivations and interests. In accordance with the Bank’s Code of Conduct, Bank Personnel must show respect and tolerance for varied cultures, beliefs and backgrounds.

In implementing this Diversity and Inclusion Policy, the Bank will avoid all forms of discrimination and will continue to recruit, train, develop and promote staff on the basis of merit, mindful always of the requirement that it gives paramount importance to securing the highest standards of professionalism, efficiency and technical competence in appointing staff members and, within these parameters, paying due regard to the importance of recruiting staff on a wide geographical basis amongst country members of the Bank.

1 Taking into account the EBRD’s mandatory retirement age of 65.

2 The EBRD has established parameters that will be maintained, such as the requirement that staff members must be a citizen of an EBRD member country.
2.2 What does Diversity mean?
Diversity means all the ways in which people differ, including both visible characteristics and those that are less or not at all visible; inclusion is about helping each individual employee feel valued for what they bring to the organisation. This means providing a work climate that enables everyone to try to fulfil their potential and make a valuable contribution. The EBRD aims at providing a harmonious working environment that offers equal opportunities for everyone, where every employee is treated with dignity and respect and free of any type of abuse or harassment and discrimination.2

2.3 Encouraging diversity and inclusion
The Bank will take appropriate steps to support diversity and inclusion in the workplace. Where, for example, members of a specific group are under-represented or where the work environment is not sufficiently adapted to the needs of a specific group the Bank may deem necessary to take appropriate action, such as, encouraging applications from under-represented groups in its recruitment efforts. It may provide learning and development opportunities to help the staff gain the skills required for their role, and identify other tailored measures aiming to support the Bank’s strategy to address under-representation and equal opportunities.

3. PUTTING THE EBRD’S VALUES INTO PRACTICE

3.1 The EBRD’s goals
- For managers at all levels to demonstrate effective awareness and leadership especially in the areas of diversity and inclusion;
- Better representation of under-represented groups at all levels;
- Enhance the Bank’s inclusive working environment where staff respect and value each other’s diversity;
- Better work-life integration;
- For Bank personnel to show respect and tolerance for varied cultures, beliefs and backgrounds and avoid behaviour (be that of a physical, verbal or emotional nature) that constitutes harassment or bullying or that could be perceived by others as harassment or bullying in their dealings with colleagues and Bank staff, including, when making jokes or any other type of verbal comments;
- For managers and employees to show respect for diversity in accordance with, but not limited to, the Staff Regulations and the Code of Conduct for EBRD Personnel (See Annex 1).

3.2 Existing EBRD policies, strategies and programmes in support of the EBRD’s goals
The Bank already applies the principles of diversity and inclusion via a number of existing policies and guidelines for both its clients and staff. These principles are enshrined in a range of existing key EBRD documents listed in Annex 1.

This Policy therefore reflects the principles contained in these broader key documents on the Bank’s diversity agenda. The importance of this issue is recognised by having a Diversity Champion on the Executive Committee who also chairs the Diversity Steering Group.
4. RESPONSIBILITIES

All staff have a responsibility to familiarise themselves with this policy and to follow it faithfully. This is true also of all Bank policies relating to diversity, conduct and anti-bullying and harassment;

HR is responsible for developing and maintaining this Policy, with input as appropriate from the Diversity Steering Group (see attached terms of reference);

5. COMPLAINTS, GRIEVANCES AND SUSPECTED MISCONDUCT

Any member of staff, who feels that diversity or inclusion is not appropriately respected, can draw the matter to the attention of their HR Business Partner, the Employee Relations Unit or the Bank’s Ombudsman.

The Staff Handbook describes the formal and informal mechanisms established by the Bank for the consideration and resolution of employment-related complaints and grievances of staff.

The Conduct and Disciplinary Rules and Procedures (“CDRPs”) and the Codes of Conduct set out the mechanisms for reporting and investigating suspected misconduct on the part of Bank staff and the procedures for determining whether to impose disciplinary measures, as applicable.
### ANNEX 1. EXISTING EBRD POLICIES AND PROCEDURES SUPPORTING STAFF DIVERSITY

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<th>Existing policy provision for:</th>
<th>Policy document</th>
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| **Recruitment**                | Agreement Establishing the Bank: Article 30, point 5:  
“*The President ...shall, subject to the paramount importance of efficiency and technical competence, pay due regard to recruitment on a wide geographical basis among members of the Bank.*” |
|                                | Staff Regulations: Section 5 - Entering Employment:  
“... the Bank shall: a) give paramount importance to securing the highest standards of professionalism, efficiency and technical competence in appointing staff members and, within that parameter, pay due regard to the importance of recruiting staff on a wide geographical basis amongst country members of the Bank...” |
|                                | Staff Handbook: Section 2.2.1:  
“the aim of the Bank is to recruit staff on a wide geographical basis from amongst country members of the Bank.” |
|                                | Staff Handbook: Section 2.2.2 - Nationality requirement  
“Staff members shall be nationals of member countries of the Bank...” |
| **Recruitment, work assignments, promotion and mobility** | Staff Regulations:  
a) ...Citizens of all member countries shall be considered for employment, promotion and assignment.” |
| **Conduct**                    | Code of Conduct for EBRD Personnel: Duties of Bank Personnel - Rule 2 (d):  
“In their dealings with colleagues and Bank staff, Bank Personnel must show respect and tolerance for varied cultures, beliefs and backgrounds. They must avoid behaviour that constitutes harassment or bullying or that could be perceived by others as harassment or bullying.” |
|                                | Policy on Harassment, Sexual Harassment and Abuse of Authority:  
“The Bank takes instances of harassment, sexual harassment and abuse of authority very seriously and such conduct may be subject to appropriate administrative, disciplinary, or contractual measures.” |
| **Reporting and investigating suspected misconduct** | Staff Handbook: Annex 13.2 - Conduct and Disciplinary Rules and Procedures |
| **Resolution of complaints and grievances** | Staff Handbook: Chapter 14 - Dispute resolution |

The provisions referred above are those applicable as of the date of approval of this Policy.