

# DIVERSITY AND INCLUSION POLICY



desde 1855

**BancoEstado**<sup>®</sup>





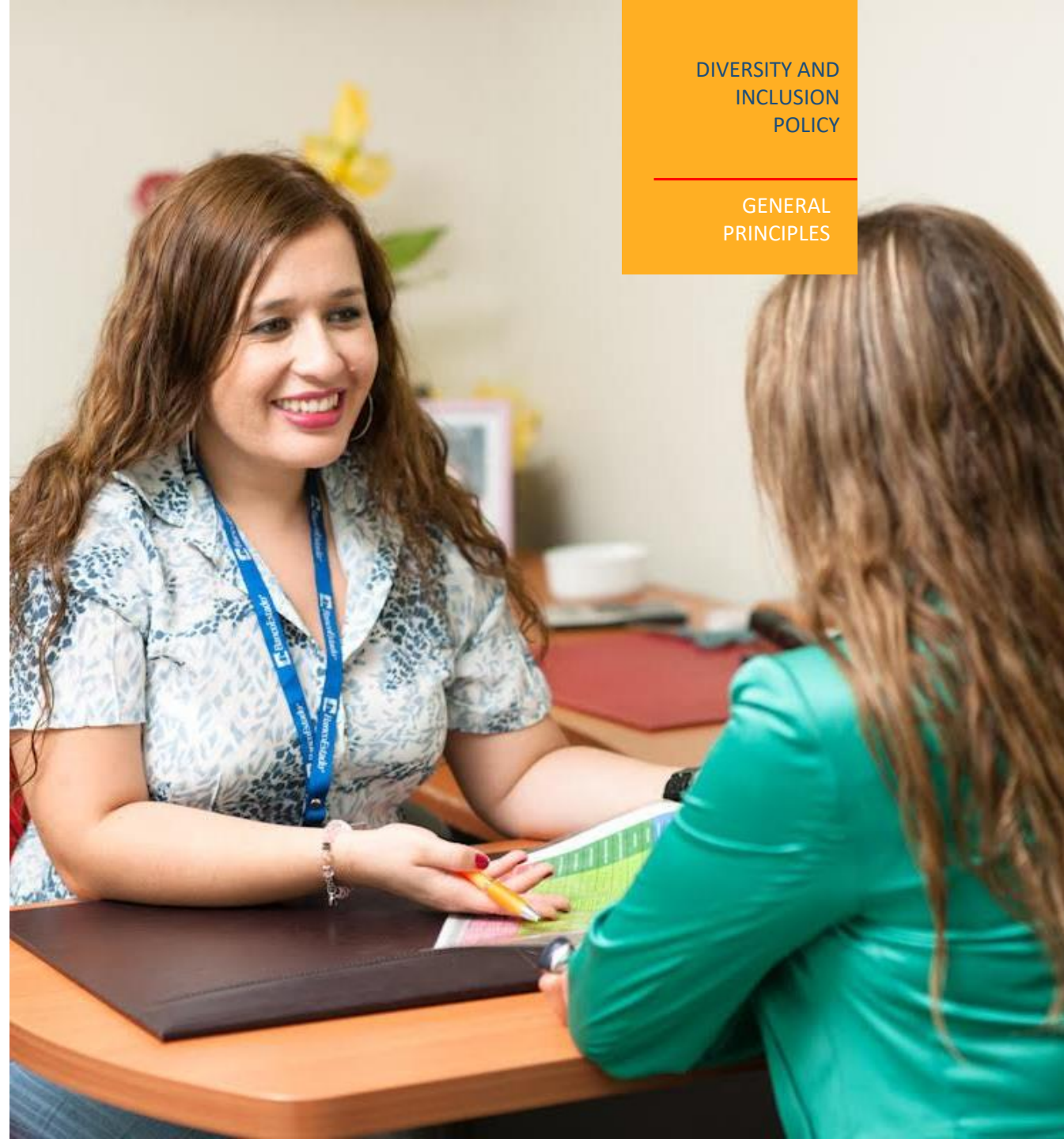
**BancoEstado** guides its processes and relationships with its employees under **Inclusion and Respect for Diversity** criteria, to ensure the people's integration and development within the Institution.

From **its social role and institutional values**, BancoEstado seeks to generate, maintain and expand work environments committed to diversity and inclusion, at all levels, functions and roles, **both its clients and its employees**.

In its people management, BancoEstado promotes concrete actions that ensure that our workers find inclusive work environments, **free of any kind of discrimination**.

## GENERAL PRINCIPLES OF THE POLICY

- **BancoEstado** does not discriminate against to any of its workers because of their gender, age, marital status, disability, sexual orientation, race, ethnicity, nationality, union membership, political affiliation or opinion, religion or any other condition protected by law.
- **BancoEstado seeks to achieve gender balance in the different positions levels**, so that men and women have at least 40% of share.
- To advance in gender balance, **BancoEstado incentives and stimulates the participation of women in internal selection processes**, especially those with greater responsibility.
- It promotes **inclusive work environments in which every Bank's employee has opportunities for learning**, developing and growing according to its abilities and merit, within the available alternatives in the institution.



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## GENERAL PRINCIPLES OF THE POLICY

- It protects the right of all people to function in an environment free of discrimination, bullying, intimidation or any other conduct that harms the personal dignity and the people respect.
- BancoEstado ensures to do all necessary actions to prevent, investigate and sanction any situation of discrimination that may arise among its employees. It will be the responsibility of the respective headquarters to support their workers against possible discrimination situations.
- BancoEstado guides and ensures that all practices and processes of people management (selection, compensation, professional development, training and promotion) are carried out applying the criteria of merit, abilities and requirements common to all, defined in this policy, as well as to establish inclusion spaces for people who require it.
- BancoEstado gives strictly complies with all normative and regulations that are defined to protect and safeguard inclusion, diversity and equality of opportunity, such as the Political Constitution, Law 20.422 and any other that could be established for that purpose.

