
Gender Inclusion and Diversity & Corporate Social Responsibility Policy

(September 2025)

Reference: 09.25 GID CSR POL WEB 001
Version: 001

1. Introduction

This policy sets forth Banque BEMO's commitment to fostering an inclusive, diverse, and socially responsible workplace. It affirms our belief that gender inclusion and diversity in all its forms, and responsible corporate citizenship are essential to our success, sustainability, and ethical integrity.

2. Scope

This policy applies to all employees, contractors, partners, clients and stakeholders across all levels.

3. Gender Inclusion & Diversity

Banque BEMO is committed to:

- **Promoting gender equity** through fair recruitment, career advancement, and leadership opportunities.
- **Fostering an inclusive culture** where all individuals feel valued and respected.
- **Providing training and awareness programs** to address unconscious bias and promote inclusive behaviors.
- **Adoption of whistle-blowing mechanism** where concerns related to diversity and inclusion are submitted through the established reporting channels and addressed with confidentiality.
- **Establishing measurable goals and tracking progress** on gender representation across departments and leadership roles.

4. Corporate Social Responsibility (CSR)

Banque BEMO recognizes its role in contributing positively to the society and the environment, through:

- **Supporting community engagement initiatives** that promote education, gender equality, and economic empowerment.
- **Reducing our environmental impact** through sustainable business practices.
- **Upholding ethical governance** in all operations, including transparent reporting and stakeholder engagement.
- **Aligning the CSR activities** with the UN Sustainable Development Goals (SDGs), particularly those related to gender equality, decent work, and climate action; as well in line with the endorsed Women Empowerment Principles (WEPs).

4. Governance and Accountability

The implementation of this policy is overseen and evaluated by the "Gender Inclusion and Diversity & CSR Committee". The policy will be reviewed annually, and updates will be made as needed, with a reporting to the Board of Directors.

5. Communication

This policy, as approved by the Board of Directors, is made available to all internal and external stakeholders.
