

DIVERSITY, EQUITY AND INCLUSION

BRD considers Diversity, Equity and Inclusion (DE&I) a strategic pillar of its organizational culture, integrated into the Code of Conduct. In this regard, the bank promotes a respectful and non-discriminatory working environment, in which professional development is based exclusively on competencies, and any form of discrimination is prohibited (including on the grounds of age, disability, parenthood, origin, nationality, gender identity, sexual orientation, beliefs, political opinions, or trade union membership).

The DE&I program focuses on gender diversity, accessibility and workplace adaptation, a safe and open environment, ethnic, cultural and socio-economic diversity, as well as intergenerational inclusion. All our human resources processes (recruitment, promotion, mobility, training, remuneration and benefits) are neutral and merit-based, with remuneration aligned with performance and professional conduct. We ensure a safe and healthy work environment, with strong mechanisms for preventing and combating harassment and inappropriate behavior, confidential reporting channels, and protection for whistleblowers.

The DE&I program is supported by dedicated governance structures (an Executive-level DE&I Sponsor – Deputy CEO, committees and DE&I managers, local networks, and employee resource groups), while progress is monitored through DE&I indicators and reported annually to the Board of Directors.