

NATIXIS APAC DIVERSITY & INCLUSION CHARTER

Charter Statement

Natixis APAC is committed to promoting the values of diversity and inclusion in the Asia Pacific region. This is a vital part of our long-term sustainability and commercial success and therefore integral to achieving our strategic objectives.

We consciously strive to create an environment that includes a wide range of peoples, cultures and communities. A commitment to inclusive diversity helps us attract the best people from the broadest talent pool and fosters higher levels of employee engagement, productivity, performance and innovation. It differentiates Natixis as an employer of choice.

Commercially, a diverse workforce gives us a competitive advantage, enabling us to better understand the needs of different clients and stakeholders and to drive creativity and innovation. This leads to superior client solutions that benefit from our varied experiences of markets, products, services and industries.

Scope

The Charter applies to all Natixis entities and their employees in the Asia Pacific region.

Definition

What do we mean by diversity and inclusion?

Diversity is about consciously recognising and valuing similarities and differences across peoples, cultures and communities. We aim to develop this behaviour in the way we recruit and retain people, in the relationships we form at work and in our interactions with clients, business partners, visitors, shareholders and investors.

Inclusion is about creating a supportive environment where diversity is appreciated and we respect and value each other and our individual experiences.

At Natixis APAC we recognise the unique potential of each person and seek to promote equal opportunities for all our employees regardless of the following, among others:

- Age
- Background and life experience
- Civil or marital status
- Disability
- Gender, gender identity and gender assignment
- Pregnancy and parental/familial responsibilities
- Race (including colour, ethnicity, nationality and ethnic or national origin)
- Religion or belief or absence of religion or belief
- Sexual orientation

Natixis APAC Responsibilities

- Actively promote diversity and make efforts to sustain an inclusive environment in which every member of our team feels valued, respected, empowered to speak their mind, listened to, supported and treated with dignity.
- Endeavour to provide employees with a workplace that is free from illegal discrimination, harassment or reprisals.
- Encourage managers to partner with employees so that all staff meet minimum standards of behaviour in their interactions with each other and those they meet as part of their work for Natixis.
- Strive to achieve best practice in our recruitment, retention, career progression, promotion, training and professional development practices as an employer, including full support for employees voluntarily engaged in diversity and inclusion initiatives.
- Annually present details of our work on equality, diversity and inclusion along with key indicators.
- Engage in a continuous dialogue about diversity and inclusion with our employees, stakeholders, external partners and clients.
- Celebrate diversity as a core value of our behaviour.

Natixis APAC Employee Responsibilities

- Familiarise themselves with this Charter and related Natixis policies and embrace Natixis APAC's commitment to diversity and inclusion.
- Treat everyone they interact with as part of their work at Natixis with respect, helping to create an environment that is free from illegal discrimination and harassment of any kind.
- Be sensitive to the potential impact of their behaviour on colleagues, clients, vendors, providers, visitors and business partners.
- Work in partnership with managers and colleagues to create and sustain an inclusive working environment in which everyone's unique contribution is valued.
- Cooperate with managers and colleagues in the elimination of discriminatory practices, harassment or any other disrespectful conduct identified.
- Make efforts to participate in events organised voluntarily by other colleagues to promote diversity and inclusion.