

**FMO**

Entrepreneurial  
Development  
Bank



**FMO is committed  
to contributing  
to an inclusive  
and diverse society  
to create a better world**



DIVERSITY AND INCLUSION STATEMENT FMO

# FMO's Diversity & Inclusion Commitment

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FMO is committed to contributing to an inclusive and diverse society to create a better world. A society where everyone feels valued, respected and included. At FMO we strive for Diversity at all levels of our organization. We do our utmost to create an Inclusive working culture for our employees and our stakeholders. By sharing our commitment and practices we also aim to inspire and enable our clients and other stakeholders.

Our focus on Diversity and Inclusion helps to reinforce our Values and Behaviors and our contributions to two of the Sustainable Development Goals (SDGs), **SDG 5** Gender Equality and **SDG 10** Reduced Inequalities. A focus on Diversity and Inclusion also goes hand in hand with our ambitions in the areas of **leadership, talent management, employee engagement** and **learning and development**.

## What is Diversity & Inclusion?

Diversity is about all the ways we differ. These unique elements include age, gender, culture, religion, race, ethnicity, sexual orientation, marital or family status, thought, language, education, (physical) ability / disability, national origin and political beliefs. Inclusion is about understanding and embracing these differences. An inclusive culture helps create a sense of belonging and allows all employees, with their unique perspectives and differences to contribute, making everyone feel valued and respected.

## Why does FMO embrace D&I?

We believe in a working environment where all employees feel included and able to be their authentic selves. Diverse and inclusive teams enhance creativity and innovation, generating different ideas, which lead to **better solutions with higher impact**. In a diverse and inclusive team more information and different viewpoints are considered and lead to **more balanced, quality decision-making**. As FMO operates in developing markets around the world, a diverse and inclusive culture contributes to our strategy of forging **deeper relationships with our clients and other stakeholders**.

By focusing on Diversity and Inclusion we challenge ourselves to reflect on our behaviors, assumptions, unconscious biases and perceptions of ourselves and others; and to learn and adjust if needed.

## Reporting

Reporting and setting targets enable us to monitor and steer on our Diversity and Inclusion ambitions. FMO publishes a Gender Diversity Report every quarter. This is an internal update on seven KPI's and seven best practices related to gender balance, recruitment, turnover, promotions, reward, bonuses and engagement. Progress against gender and diversity targets is reported to the Management Board, Directors, Managers and all staff. Reporting on Inclusion is achieved by reporting on the answers to the Inclusion related questions in the annual Employee Engagement Survey.

# Our commitments and ambitions

## Gender

FMO is committed to achieving gender equality and has the ambition to show strong leadership on gender diversity both within FMO and externally with customers and among other Development Finance Institutions (DFIs).

## Culture

FMO actively promotes a culturally diverse employee base. We are committed to creating an environment where topics around ethnicity and race are addressed, and employees feel empowered and supported to ask for change.

## Generations

FMO is committed to harnessing the skills and experiences of an age-diverse workforce.

## LGBTIQ+

FMO encourages its employees to bring their whole selves to work and to feel that they can be open about their sexual orientation and gender identity.

## People with disabilities

FMO supports and promotes workplace accessibility for people with an occupational disability and does its utmost to support specific needs.

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## FMO's Employee Networks

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FMO proudly embraces its internal employee networks:



### FMO Femmes

Established by FMO women for FMO women and men to connect, share, and inspire. The network promotes gender diversity, equality, career development and raises awareness within FMO. FMO Femmes supports a mindset of thinking in opportunities and a belief that personal leadership is a precondition to achieving diversity.



### BYOU

The network of both LGBTIQ+ and non-LGBTIQ+ employees promotes LGBTIQ+ inclusion within FMO and raises awareness externally. This supports FMO's position that a violation of LGBTIQ+ rights is a violation of Human Rights.



### Young FMO

Young FMO is a network of under-35's within FMO. Through organizing networking events, both within FMO and with other financial institutions, the group aims to connect younger employees to as many like-minded peers as possible.



### Diversity and Inclusion Advisory Board

As D&I Ambassadors of FMO, the Diversity and Inclusion Advisory Board not only advocates and supports the embedding of D&I within FMO, but also actively advises leadership, HR, and other Employee Networks on strategies and initiatives for a diverse and inclusive workplace for all.

# Our Diversity & Inclusion Partnerships

FMO recognizes that close collaboration with our external partners is essential for us to fulfill our D&I commitments and ambitions.

**Everyday Heroes** enables people with limitations to find job opportunities by issuing a Power Certificate, financially supporting possibilities for employment (integrated into the Collective Labor Agreement).

**Financial Alliance for Women** members make the business case for women's economic advancement with their own success stories, helping to drive profits and grow their programs through peer learning, research and knowledge and advocating for policy change.

**FEmpower Your Growth** is a program organized by FMO together with other Dutch organizations in financial services and development supports female entrepreneurs in their personal development, expanding their network and encouraging them to think big so that their business ambitions can be realized.

**Gender Finance Collaborative** is an initiative from DFIs to support the development of shared financing principles, definitions and methodologies that promote the integration of "gender smart" decision-making into investment processes and operations.

**Talent to the Top's** mission is to make female and cultural Diversity and Inclusion the standard at senior management levels.

**Women in Financial Services** is on a mission to create an improved balance between masculine and feminine values in the financial services industry.

**Working without limitations'** (Onbeperkt aan de Slag) mission is to stimulate participation in the labor market for job seekers with an occupational disability.

**Workplace Pride** strives for a world of inclusive workplaces where Lesbians, Gays, Bisexuals, Transgender, Intersex and Queer/ Questioning people (LGBTIQ+) can be themselves. FMO has signed the Declaration of Amsterdam to support and enhance LGBTIQ+ rights and inclusive working environments.

**2XChallenge** is an initiative from the G7 DFI's which FMO has joined in 2019 to mobilize investment advancing women's economic empowerment.

**FINANCIAL  
ALLIANCE  
FOR  
WOMEN**



**FEMPOWER  
YOUR GROWTH - NL**

