

#### Why is it necessary?

Aligned to 'How we do business' within the Group, this policy standard provides a framework to ensure that the Group:

- Attracts, motivates and retains the best talent from the available talent pool.
- Bases the employment relationship on the principles of meritocracy, respect and inclusion.
- Complies with local laws on equality in employment and codes of conduct.

#### Executive Summary

RBS group values and promotes Diversity in all areas of recruitment and employment. The Group will work towards an environment that is based on meritocracy and inclusion, where all employees can develop their full potential, irrespective of their racial or ethnic origin, gender, age, disability, religion, belief, or sexual orientation.

The Policy Standard exists to ensure that the Group:

- Develops a knowledge and understanding of any relevant equality legislation and codes of conduct governing individual protection and rights in employment and conducts business accordingly;
- Builds a distinctive and compelling reputation as a world class employer; one who understands and effectively targets the diverse talent pool available;
- Makes assessment and hiring decisions based on objectively justified job-related criteria;
- Manages the employment relationship with employees based on meritocracy and inclusion;
- Promotes an inclusive working environment where employees feel respected and valued irrespective of their racial or ethnic origin, gender, age, disability, religion, belief or sexual orientation;
- Safeguards the Group's reputation by meeting any relevant legal and voluntary code requirements relating to equality in employment

#### Who does this document apply to?

This policy standard applies to all employees; to every part of our business; in every part of the world.

#### What are the Diversity standards?

1. **Legal research must be undertaken to understand where the Group needs to be compliant in country specific laws/ works agreements**
2. **Where applicable (and legal) diversity data must be recorded, monitored and reported**
3. **Where appropriate and/or legally permissible divisional & country diversity plans must be created and will outline specific country actions to be adopted**
4. **The Group's diversity policy standard must be observed when developing products, policies and processes to ensure inclusion and meritocracy**