



# Diversity at Aareal Bank Group

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**Aareal**  
YOUR COMPETITIVE ADVANTAGE.

# Diversity – an overview

1. Equal opportunities for men and women
  - (Gender mainstreaming\*)
2. Work and family
3. Ethnic origin
4. Religion and beliefs
5. Age
6. Disability
7. Sexual orientation

\* *Gender* bezeichnet das soziale bzw. psychologische Geschlecht im Unterschied zum biologischen (= Sex), *Mainstreaming* den Versuch, benachteiligte Gruppen in die Mitte der Gesellschaft zu bringen. *Gender Mainstreaming* ≈ durchgängige Gleichstellungsorientierung

# 1. Equal opportunities for men and women

## Equal opportunities

- Equal opportunities are a given for men and women at all levels of Aareal Bank Group

## Professional development

- Our expert and management career paths provide all employees with attractive professional development opportunities at the Bank

## Staffing

- Employee performance and skills are the sole criterion for decisions on internal and external appointments, as well as promotions

## Expanding competences

- Our executives identify and develop the skills of both men and women equally

## 2. Work and family

- Both mothers and fathers are given an equal opportunity to reconcile their work with their family lives. Only then do they have the opportunity to play an active role in their work and develop their professional skills
- Aareal Bank has taken a number of measures to create a good work-life balance, and these are tailored to its specific capabilities and needs as a medium-sized company. Examples of such measures in the Group include flexible working hours, mobile working and telework, working-life accounts, part-time work, childcare services, holiday childcare, and parent-and-child rooms

## 3. Ethnic origin

### Equal opportunities

- Equal opportunities at Aareal Bank Group know no borders – integrating colleagues with different cultural backgrounds is a matter of course for us

### Intercultural competences

- We attach great importance to our employees' intercultural skills at all job levels

### International culture

- We are proud of our international culture, and many of our employees work and learn in mixed teams

### Better cooperation

- Different cultural backgrounds enrich our collaboration: we learn from each other and show understanding for one another

## 4. Religion and beliefs

- Religion and beliefs are part of our employees' private lives
- No one at Aareal Bank Group will be discriminated against because of their religion or beliefs
- Our employees accept different religious views and beliefs
- Tolerance is always mutual, and intolerance in any form will not be tolerated from anyone

## 5. Age

### Equal opportunities

- We promote our employees regardless of their age

### HR policy

- Our HR policy takes the different life stages of employees into account. Examples of such measures in the Group include facilitating part-time work, mobile working and telework, offering flexible working schedules and agreeing individual development measures

### Participate experiences

- We explicitly acknowledge the experience and expertise that our older employees bring to the table and regard this as a key factor in the Company's success

### Promote development

- Our development measures actively promote lifelong learning and we also expect this from our employees

## 6. Disability

- We integrate disabled employees into our work processes and adapt the technical or spatial requirements as necessary to enable disabled people to work at every level
- If requested and required, individual agreements can be reached with disabled employees on their working conditions, such as part-time working or alternating with working from home/teleworking
- Disabled employees are welcome to meet with their manager, the Human Resources division, or the disabled person's representative at any time to obtain support for their specific situation



## 7. Sexual orientation

- For us, the sexual orientation of our employees is a purely personal matter of how they wish to live their lives
- Tolerance of our homosexual employees is a matter of course for Aareal Bank
- No employee should have to deny his or her sexual orientation or devote energy to keeping up a “façade”

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