

'People First' is the bracing motto of EBL. The key objective of all the HR practices, programs, and initiatives is to reinforce desirable behavior of the people to help meet broader goals of the bank. The mission statement of EBL HR is 'We will inculcate a high-performance culture where people will work with fun and pride'. Performance driven culture, quality of working relationships, healthy work life balance, recognition of the performers, continuous investment in people differentiates EBL as an '**Employer of Choice**'. EBL HR values engaging people, business partnership by aligning HR strategy in line with business, leadership by exploring and exploiting future leaders, hiring attitude and training for skills, and respecting the bank's values, beliefs, policies and people.

Eastern Bank PLC. (EBL) is committed to fostering a workplace culture built on respect, dignity, diversity, and equal opportunity for all employees. Through its **People Management Policy and Code of Conduct**, the Bank ensures that every colleague is treated fairly regardless of gender, ethnicity, religion, disability, or background.

Under **Section 8.3 – "We Respect All"** of the People Management Policy, EBL emphasizes the importance of creating a safe, inclusive, and discrimination-free workplace. The Bank strictly upholds the principle that all employees must be treated with dignity and mutual respect, ensuring that no form of harassment, discrimination, or unfair treatment is tolerated.

EBL promotes **gender equality** by ensuring:

- Equal opportunity in recruitment, career development and promotion for all employees regardless of gender.
- Compensation and benefits policy is totally performance-based, ensuring equal pay for equal work without gender bias.
- A workplace free from harassment, discrimination, and gender bias, supported by clear policies and reporting mechanisms, and a zero-tolerance approach.
- Fair treatment, dignity, and respect for both male and female colleagues across all levels of the organization.
- Inclusive people management practices that support diversity and create an environment where everyone can contribute and thrive.
- Continuous training and awareness programs to address workplace respect, gender-based discrimination and biases, diversity, and ethical conduct.

To reinforce these commitments, EBL regularly conducts internal learning sessions on "Building a Culture of Respect & Safety" and "Code of Conduct", where employees are guided on issues related to gender equality, diversity, workplace safety, and respectful behavior.

Through these initiatives, EBL continues to strengthen an inclusive workplace culture where gender equality is respected and every employee feels safe, valued, and empowered to perform at their best.