

Banco Espirito Santo

Sector
Retail & Specialised Banks

Indices

Highlights

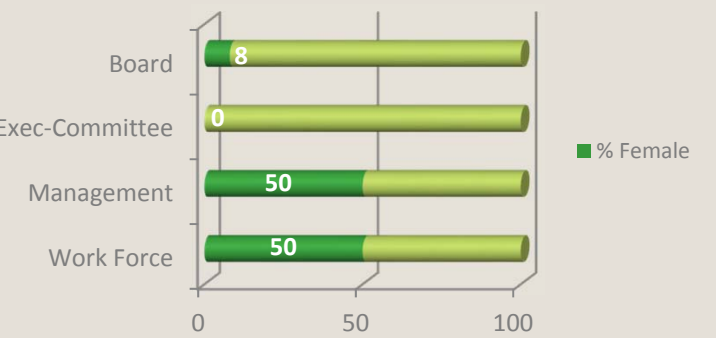
Equality & Diversity Performance

3rd in sector (69/100)

Key Related Sector Challenges

Although the ratio of women in banks' total workforce generally is high, this ratio is significantly lowered at top management level. In addition, gender pay disparities for the same positions remains an issue for the sector.

Gender Balance



Gender Equality

- BES has issued a Non Discrimination and Equal Career Opportunities Policy. In 2013, signed the Portuguese Commission for Equality in Labour and Employment's Membership Agreement, taking on a commitment to set quantified targets.**
- Commitment overseen by senior management. The Human Resources Division is responsible for the policy.**
- BES monitors a range of diversity indicators internally. The company has awareness programmes and training sessions on gender diversity.**
- The share of women in management has increased from 26% (2008) to 50% (2012).**

Best Practices

... Creating Female Opportunity & Leadership

- **Partnership:** with the Commission for Equality in Labour and Employment (CITE) in Portugal, with the aim to create a forum of companies sharing best practices on how to incorporate the principles of equality between women and men in management strategies.
- The company reports that **women and men are equally represented in management positions.**

The Company did not appear to face any visible allegations linked to gender discrimination