



Equity, Diversity and Inclusion Policy

Owned by: Group Director Human Resources

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About this document

Related Documents

Version	Date	Title
1.0	11/11/2022	Recruitment of Executive Board Members Policy
1.2	23/02/2023	General Recruitment & Selection Policy
3.7	16/08/2023	International Remuneration and Nomination Policy
1.1	14/01/2025	Code of Conduct
Diverse	Diverse	Local policies against undesirable behaviour
Diverse	Diverse	Local equity, diversity and inclusion policies

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1. Introduction

The importance of EDI for Triodos Bank

At Triodos Bank (Triodos), our mission is to create a society that protects and promotes the quality of life for all, with human dignity at its core. We are committed to role modeling the equitable society we want to be part of, to being a diverse organisation which reflects the communities and clients we serve and to being transparent about our journey. We seek to be fully inclusive for all current and future co-workers, clients and partners and we know that we must work hard to achieve this.

As a society we are changing and learning. We know that injustices and mistakes of the present and past live on in current systems that we are a part of. Ensuring people aren't discriminated against, placing positive value on our differences, creating fair access and advancement for all and fostering a sense of value and empowerment in co-workers is essential to ensuring that Triodos Bank is a safe place for all co-workers. An ongoing focus on equity, diversity and inclusion (EDI) is crucial for us to realize our mission, challenge ourselves and thrive.

This Policy is aligned with regulatory requirements for equity, diversity, and inclusion that apply to Triodos Bank pursuant to legislation relevant to the countries in scope and further detailed in the regulatory compliance table. The Policy also reflects and aims to align with the best practices for diversity and inclusion laid down by the Dutch Corporate Governance Code. In alignment with the Code, the supervisory board adopts the D&I (EDI) policy for the composition of the executive board and the supervisory board. The executive board adopts the D&I (EDI) policy for the senior management and for the rest of the co-worker population ('own workforce') with the prior approval of the supervisory board.

The Policy addresses the applicable Rules and Regulations as outlined by the regulatory compliance table in Section 7.

The document outlines the principles, objectives, and underlying commitments to achieve the objectives of the EDI Policy. It also highlights specific policy statements on gender diversity, and the future outlook for EDI at Triodos Bank.

2. Scope

This policy applies to all co-workers employed or contracted by Triodos Bank; in scope of this Policy are all entities of Triodos Bank NV, including Triodos Investment Management B.V. and Triodos Bank UK Ltd, hereafter referred to as Triodos Bank (Triodos). Under the framework of the Group EDI Policy, policies may also be adopted at country levels to reflect additional commitments, best practices and regulatory requirements that may apply locally. There may also be local EDI targets and data collection relating to local reporting requirements. The Group EDI Policy also aligns with the Triodos Group Code of Conduct.

3. Definitions and abbreviations

Capitalised terms and abbreviations in this document have the meaning set out in the Triodos Taxonomy. Additional definitions for capitalised terms and abbreviations not in the Triodos Taxonomy are provided below.

Term / abbreviation	Definition
Equity	Equity recognises that treating everyone equally has shortcomings when the playing field is not level. An equitable approach is about bridging the opportunity gap by giving people what they need in order to make things fair. By giving more to those who need it, proportionately to their own circumstances, we can ensure that everyone has the same opportunities.

Diversity	Diversity is about individual differences and acknowledging the unique blend of knowledge, skills and perspectives people bring to the workplace. Diversity can include characteristics such as cultural background and ethnicity, religion, age, gender, gender identity, disability, sexual orientation, socio-economic and linguistic background. Diversity also includes characteristics such as professional skills, neurodiversity, working styles and experiences. A further explanation to these aspects of Diversity is provided in Appendix I of this Policy.
Inclusion	Inclusion is about empowerment and people feeling respected, valued, and able to fully participate in the workplace regardless of backgrounds and beliefs. Inclusion describes the extent to which a co-worker experiences a sense of belonging to the group and a sense of authenticity.
Equality	Equality aims to achieve fair outcomes by treating everyone the same regardless of need. This is different to equity, which aims to achieve fair outcomes by treating people differently dependent on need.

4. Main body of the document

Principles

To continuously provide an environment and culture that is inclusive, in which diverse co-workers are represented throughout the organisation, have a sense of belonging, and are valued for being their authentic selves, our key principles are:

- ✓ To ensure that Equity, Diversity, and Inclusion are integral to our organisation and fully reflected in everything we do.
- ✓ To increase awareness and understanding of Equity, Diversity, and Inclusion across Triodos so that we enjoy a working culture which respects the diversity of all co-workers.
- ✓ To commit to creating a working environment that is welcoming, inclusive, respectful and is free from discrimination.
- ✓ To work with organisations and individuals who also support inclusive practices and do not tolerate discrimination, bullying or harassment (see also the local policies against undesirable behaviours).
- ✓ To ensure that Triodos attracts and retains a diverse workforce through appropriate means of recruitment, selection and promotion methods.
- ✓ To monitor and regularly assess the diversity and inclusion of our co-worker population and taking action where necessary to encourage Equity, Diversity and Inclusion.

Objectives

The principles set out above are translated into the following four core objectives, which are interwoven throughout the EDI Policy and related policies and procedures:

1. To achieve a fair gender balance in the composition of top-level management and for the workforce as a whole

Triodos strives to achieve a fair gender balance for the Supervisory Board, the Executive Board, senior management, and the workforce as a whole. Gender representation is a key element to the broader aim of becoming a more diverse and inclusive organisation. Specific policies for the improvement of gender diversity are in place, which are described in further detail in subheading 'gender diversity'.

2. To build and nurture an inclusive Triodos culture

An inclusive working culture at Triodos means that we welcome, respect and value differences, are willing to look at ourselves and commit to learning from each other. Regardless of our backgrounds and personal stories, we are committed to creating a workplace in which all people can take part, develop themselves, have a voice and thrive.

3. To embrace diversity as an organisation, reflective of the communities in which we operate

We are committed to attracting and retaining diverse talents and to nurture all aspects of Diversity, in a progressive manner while building awareness of the areas in which our level of Diversity requires more attention.

4. To further develop capabilities of inclusive leadership and decision-making

Balanced, inclusive leadership and decision-making is key to our success as an organisation. To harness the knowledge and wisdom of the unique backgrounds and perspectives of our co-workers, we continuously work to strengthen inclusive behaviours.

Underlying commitments to achieve the objectives

To achieve an inclusive culture of diverse people with inclusive decision-making, Triodos has underlying commitments to achieve the objectives. These commitments are broadly categorised within a) data and reporting, b) policy and process, c) co-worker engagement and learning, and d) communications and awareness.

Diversity targets

To achieve a fair and diverse balance in top-level management, Triodos has adopted targets for the Gender Diversity of the Supervisory Board, the Executive Board and senior management. For each of the target groups, progressive annual Gender Diversity targets have been determined for the period 2023-2027. These targets are published in the Triodos Annual Report (from 2022 onwards) and on Engage and are reviewed and agreed upon for the following year (e.g. 2028 targets will be agreed by end 2025).

Creation of awareness

Becoming a more diverse and inclusive community starts with building awareness. To do this, Triodos utilizes various communication channels, including via the intranet ('Engage'), all co-worker meetings, webinars, and workshops. There is a focus on communications which raise awareness of core EDI related concepts and how they relate to Triodos mission and values; sharing the lived experiences of co-workers; and engaging co-workers in the EDI activities.

EDI Lead

With support of senior leadership, the EDI Lead ensures that EDI is embedded in wider organisational strategy, such as the People & Culture strategy and the Group Strategic Plan and progresses the embedding of the EDI strategy across the organisation, in collaboration with relevant stakeholders. The

EDI Lead will proactively address improvement points and liaise with all relevant departments to ensure that EDI is embedded in our core processes and systems. This is an iterative process as the organisation becomes more mature in its approach to EDI and adapts to wider organisational and societal developments.

Learning and Development

To improve the awareness and knowledge of EDI, Triodos integrates EDI into learning programmes. For example, the Triodos Behavioural Competency Wheel includes inclusive behaviours (for example 'Fosters connection and Belonging') requiring all co-workers to understand what is expected and to be able to demonstrate how they are putting these behaviours into action. Awareness of EDI is built upon with targeted learning support, for example inclusive hiring, incorporation of inclusive leadership into management programmes, and upskilling of co-workers taking a leading role in inclusion forums and co-worker communities. There is also alignment with FLOW, in which EDI related challenges can be addressed via two-way feedback.

Equal pay

The remuneration policies of Triodos are based on the principle of human dignity and aim to enhance social coherence within the organisation. The same terms and conditions of employment apply to all co-workers in line with national legislation. Remuneration within Triodos ensures equal pay for equal work for all co-workers, regardless of aspects such as gender, ethnic background, age, sexual orientation, or distance to the labour market. No differences based on any discriminatory aspects are made in fringe benefits or pension schemes. Triodos closely monitors its Gender Pay Gap, and appropriate measures will be taken to further close the Gender Pay Gap. More information can be found in the International Remuneration and Nomination Policy.

Triodos is aware that other aspects of equitable treatment need to be explored further. This includes questions such as whether promotion and recognition are equitably experienced by all co-workers, regardless of their personal characteristics.

Recruitment and Selection

Triodos has an EDI statement in its vacancy text and wants to work on greater transparency of its equity, diversity, and inclusion policy and practice in other external channels (for example, Triodos websites).

The recruitment and selection approach is continuously under review to ensure that the process is as inclusive as possible to people from under-represented groups. Factors such as where jobs are posted, language used in job advertisements, diverse selection panels, training of recruiting managers are some examples of ways in which Triodos is seeking to improve.

For more specifics on the recruitment and selection approach undertaken at Triodos, please refer to the General Recruitment & Selection Policy and the Recruitment of Executive Board Members Policy.

Appointment, succession and promotion

With any appointment, succession or promotion opportunity, the team composition is considered to encourage inclusive decisions. The Triodos Talent Board, led by the Group Director HR, will monitor the diversity of co-workers in senior management (EB+1) positions. EDI is a fixed item on the EB's agenda, discussed and supported by data. The Talent Board will monitor progress on Gender targets and other diversity aspects (at this time only targets on Gender are available to be monitored). In case of an imbalance the Group Director HR will require the Head of Centre of Expertise to ensure adequate measures for improvement are in place, with on-going, monitored implementation plans. There are also wider actions to improve gender balance in other levels of the organisation.

Inclusion forums and co-worker networks

Various inclusion forums exist across Triodos Group, made up of co-workers who are advocates for EDI. The inclusion forums and networks are invited to regularly challenge and question the status quo of EDI in the organisation, giving advice and feedback on all EDI related topics.

The EDI inclusion forums are made up of co-workers who represent the Triodos entities. They are co-worker led identifying their own goals, collaborating with colleagues in HR and office leadership, and

providing input and feedback about becoming a more inclusive organisation. Other active networks within Triodos (Group-wide) include the Rainbow People, and Neurodiversity networks.

Co-worker engagement survey- continuous listening

Triodos offers a continuous listening platform by providing an engagement survey existing of an extended survey once a year and a shorter pulse survey. In these surveys, Triodos questions about the inclusivity of our culture, the way co-workers can be themselves and feel safe and accepted. In this way Triodos monitors the inclusiveness of its culture and commits to taking the appropriate action upon the results.

Gender diversity

The gender representation of the senior management and director levels at Triodos is a priority for the Executive Board and the Supervisory Board. As such, [gender diversity targets](#) have been agreed for the Supervisory Board, the Executive Board and senior management.

The gender diversity targets for the Supervisory Board and Executive Board are adopted by the Supervisory Board and are based on the resignation rota and current composition. The gender diversity targets are published in the Group Annual Reports, and updates are also available for all co-workers to see on Engage. The gender diversity targets for senior management are adopted by the Executive Board and are based on the current composition of the senior management group.

With future appointments the Executive Board and Supervisory Board will not only take gender diversity into account, but also other aspects of diversity. Thereby it is possible that the Board may appoint someone of an underrepresented group (other than gender) to contribute to a more diverse mix. Triodos will continuously strive to reach our commitments on gender diversity as well as all other forms of diversity.

Specific measures are in place, in addition to ongoing learning and development, and talent initiatives to improve the gender balance at Triodos. For example, Triodos seeks to make shortlists of candidates for management positions gender balanced (monitored by the Talent Board), with consideration given to the current team composition. Search and recruitment companies will be required to propose qualified candidates of more than one gender for specific positions where there is an imbalance in gender diversity. The Talent Acquisition department will continue to strengthen their policies and processes on EDI.

Future outlook

Triodos continues to mature its approach to EDI across the organisation, as part of its People & Culture Strategy and Group Strategic Plan. It is imperative to the success of Triodos' ongoing mission to align and embed its organisational policy and practice on EDI. This will include building on the objectives, principles, and commitments outlined in this policy, making them more measurable, and sharing the responsibility across the organisation to live up to the core Triodos value of equity, and its commitment to human dignity in relation to its own workforce.

Data and reporting

As part of the Annual Report, Triodos discloses information on the EDI Policy. In our sustainability statement included in the annual report we report the progress made on policy objectives (including the actual performance against gender diversity targets). In our sustainability statement Triodos commits to reporting key metrics in a transparent way to ensure priority and focus is given to the removal of (structural) barriers that may currently exist.

Triodos also reports to the Dutch Social Economic Council (*Sociaal-Economische Raad*, "SER") on the gender diversity targets. The reporting information includes the number of men and women in each of the target groups, the determined gender diversity targets, the action plan to attain the gender diversity targets, and if a pre-determined target has not been attained in the reporting period, the reasons thereof. This reporting information is publicly available through the SER website.

As a part of broader remuneration reporting requirements, Triodos periodically reports to the Dutch Central Bank (*De Nederlandsche Bank*, “DNB”) on the Gender Pay Gap and mitigating measures.

Key controls

Via the co-worker engagement survey, the inclusion forums and co-worker networks, and participants in EDI related initiatives, feedback and input is provided about the effectiveness of our EDI strategy and actions. In cases of specific EDI incidents, the co-worker can discuss this with their direct manager. If that is not desired, the co-worker is encouraged to follow their local policy to raise a concern or complaint.

Next to these qualitative controls, the results on the gender diversity targets are reported and discussed with the EB and published externally. Follow up and actions will be overseen by the EDI Lead and delivered in partnership with the relevant department, who share responsibility for those actions.

5. Overview of roles and responsibilities

The overview of roles and responsibilities defines what roles must do to ensure the implementation of, and adherence to this Policy. The RACI model describes the roles and responsibilities of people involved (R=responsible, A=accountable, C=consulted, I=informed).

	GD HR	GROUP HR HEAD OF COE	GROUP EDI LEAD	LOCAL HEADS OF HR*	OTHER HR STAKEHOLDERS
Data and reporting (e.g. SER, relevant CSRD input, relevant annual report input, equal pay, co-worker survey)	A	R	R	R	C
Policy and process (EDI contributions to related Triodos Bank policies and processes)	C	A	R	R	I
Co-worker engagement and learning	I	A	R	R	C
Communications and awareness	I	A	R	R	C

*At local level

6. Regulatory compliance table

The following tables show the applicable Rules and Regulations that are addressed by this document.

NL Rules and Regulations

I.	Dutch Corporate Governance Code 2022		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	2.1.5	The company should have a D&I policy for the enterprise. The D&I policy should in any case set specific, appropriate, and ambitious targets in order to achieve a good balance in gender diversity and the other D&I aspects of relevance to the company with regard to the composition of the management board, the supervisory board, the executive committee (if any) and a category of employees in managerial positions ("senior management") to be determined by the management board. The supervisory board adopt the D&I policy for the composition of the management board and the supervisory board. The management board should adopt the D&I policy for the executive committee (if applicable), the senior management and for the rest of the workforce with the prior approval of the supervisory board.	The Triodos Group EDI policy sets targets which meet these requirements, alongside an appropriate approval and reporting process.
II.	Dutch Civil Code, Book 2		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	2: 166	In line with the Dutch law on a 'more balanced ratio between men and women in management and supervisory boards' (2022), gender ratios top and sub-top management, and related actions are reported via the Sociaal-Economische Raad (SER).	Gender diversity target setting is incorporated in the EDI Policy, and the required information is provided no later than 31/10 each year to the SER Diversity Portal.
III.	Corporate Sustainability Reporting Directive		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	ESRS (S1)	Meet relevant CSRD disclosure requirements and data points in relation to 'own workforce'.	Include EDI policy and related actions / measurements in the content of the sustainability statement in Triodos Annual Reports; 'fostering an inclusive working environment is currently a material topic under ESRS (S1) in the sustainability statement.

UK Rules and Regulations

I. Equality Act 2010			
	Ref.	Requirement	Implementation
1.	Equality Act 2010 (Chapter 15)	'...to enable certain employers to be required to publish information about the differences in pay between male and female employees; to prohibit victimisation in certain circumstances; to require the exercise of certain functions to be with regard to the need to eliminate discrimination and other prohibited conduct; to enable duties to be imposed in relation to the exercise of public procurement functions; to increase equality of opportunity; to amend the law relating to rights and responsibilities in family relationships; and for connected purposes.'	The Policy contributes to TBUK ability to meet the requirements of UK legislation in relation to gender pay differences, anti-discrimination and other conduct related matters, and equal opportunities.
2.	Equality Act 2010 (Gender Pay Gap Information) Regulations 2017	The Regulation by which relevant UK employers must publish its gender pay differences.	The Policy incorporates relevant requirements to publish the gender pay gap at Group level and also for each country. In the UK, due to the required timing of the government reporting, a separate gender pay analysis for TBUK is also conducted.
II. Local commitments			
	Ref.	Requirement	Implementation
	Local voluntary commitments (such as UK financial services charters)	Some voluntary charters may include a requirement to report on the gender composition of the local management boards / senior management populations.	The Policy incorporates in its scope the need for local entities to adopt local policies, action plans, or data collection as their local legislation, regulation, or voluntary commitments require.

Spain Rules and Regulations*

I. Gender Equality Plan			
	Ref.	Requirement	Implementation
1.	901/2020	Diagnosis, specific actions, monitoring & evaluation (which form the gender equality plan). Must be negotiated with employee legal representatives. Must be officially registered at REGCON. Reviewed every 4 years or earlier if significant changes occur.	The Policy contributes to TBES ability to meet the requirements of Spanish legislation in relation to gender equality.
II. Pay Register & Pay Audit			
	Ref.	Requirement	Implementation
1.	902/2020	Pay register (updated annually) – disaggregated by gender and job classification.	The Policy incorporates relevant requirements to publish the gender pay gap at Group level and also for each country; and incorporates in its scope local data collection and reporting requirements.

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		Pay audit (mandatory in relation to Gender Equality Plan).	
III.	Anti-Sexual Harassment and Sex-Based Harassment Protocol		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	3/2007	This protocol must be in place, ideally integrated into a broader anti-workplace harassment policy. Must be communicated to all staff and supported by training initiatives.	The Policy contributes to TBES ability to meet the requirements of Spanish legislation in relation to its position on anti-harassment and incorporates in its scope the need for local entities to adopt local policies or action plans.
IV.	Disability Quota		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	1/2013	(With 290 employees), at least 2% of the workforce must be people with disabilities. If compliance is not feasible, alternative measures apply.	The Policy incorporates in its scope the need for local entities to adopt local policies, action plans, or data collection as their local legislation, regulation, or voluntary commitments require.
V.	Internal Whistleblowing Channel		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	2/2023	Must allow anonymous reporting. Must explicitly cover breaches related to equality, diversity, and non-discrimination. Must appoint a responsible person and establish case management procedures.	The Policy incorporates in its scope the need for local entities to adopt local policies, action plans, or data collection as their local legislation, regulation, or voluntary commitments require.
VI.	Local (highly recommended but not mandatory) best practices		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	Local best practices	Various best practices within the local context may be referred to when developing EDI actions in Spain.	The Policy incorporates in its scope the need for local entities to adopt local policies, action plans, or data collection as their local legislation, regulation, or voluntary commitments require.

*LGTBI Equality Plan – upcoming obligation – deadline March 2026

Germany Rules and Regulations

I.	General Act on Equal Treatment		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	Section 12 (Employer Action and Duties)	(1) Employers have the duty to take measures necessary to ensure protection against discrimination on any of the grounds referred to in section 1 (<i>of the General Act on Equal Treatment</i>). This protection also covers preventive measures.	The Policy contributes to TBDE ability to meet local requirements, including via relevant processes and training delivery.
II.	Local commitments		
	<i>Ref.</i>	<i>Requirement</i>	<i>Implementation</i>
1.	Local voluntary commitments such as local diversity charter	Some voluntary charters, such as the 'Diversity Charter' in Germany, require the sharing of local actions.	The Policy incorporates in its scope the need for local entities to adopt local policies, action plans, or data collection as their local legislation, regulation, or voluntary commitments require.

Belgium Rules and Regulations

I. Anti-discrimination legislation			
	Ref.	Requirement	Implementation
1.	Belgian Anti-racism Act 1981	The Belgian Anti-racism Act of 1981 combats specific forms of racial discrimination and hate speech at the federal level.	The Policy contributes to TBBE ability to meet the requirements of Belgian legislation in relation to anti-discrimination provisions for certain protected characteristics.
2.	Belgian Anti-discrimination Act 2007	The Belgian Anti-discrimination Act of 2007 combats specific forms of discrimination and hate speech at the federal level.	The Policy contributes to TBBE ability to meet the requirements of Belgian legislation in relation to anti-discrimination provisions for certain protected characteristics.
3.	Belgian Gender Act 2007	The Belgian Gender Act of 2007 combats certain forms of discrimination and hate speech at the federal level.	The Policy contributes to TBBE ability to meet the requirements of Belgian legislation in relation to anti-discrimination provisions for certain protected characteristics.
II. Local commitments			
	Ref.	Requirement	Implementation
1.	Local voluntary commitments such as Multicultural Bankers pledge and Women in Finance Charter	Some voluntary charters, such as the 'Multicultural Bankers pledge' and 'Women in Finance Charter' in Belgium, require the sharing of local actions.	The Policy incorporates in its scope the need for local entities to adopt local policies, action plans, or data collection as their local legislation, regulation, or voluntary commitments require.

7. Ownership and maintenance

This policy is owned by the Group Director Human Resources. The Head of the Centre of Expertise, HR is responsible for the maintenance of this Policy, and the Policy is executed by the EDI Lead. This document and any changes thereto are approved by the Supervisory Board and adopted by the Executive Board.

The Group EDI Policy is reviewed every 2 years. Appendix II will be updated if there are material updates to the focus areas within the EDI approach.

At the Triodos Group level, the Legal Department monitors relevant legal developments and requirements and notifies HR of any changes in regulation related to EDI that must be included in this Policy. The Group legal department coordinates the maintenance process of the governance documentation.

8. Appendices

- I. Further information on aspects of identity and under-represented groups
- II. Update on Triodos Bank's equity, diversity, and inclusion focus areas

Appendix I

Further information on aspects of identity and under-represented groups

There are many aspects that make up a person's identity. These can include, but are not limited to, disability, neurodiversity, cultural background, ethnicity, religion, age, gender, gender identity, sexual orientation, socio-economic background, and linguistic background.

An 'under-represented group' is a population who are insufficiently or inadequately represented in a specific context. These may vary depending on the population and context being considered, for example, women in leadership positions in financial services.

'Intersectionality' is where different aspects of a person's identity meet and overlap, and these combinations can compound advantages or disadvantages (Source: Inclusive Employers, 2022).

This appendix will be updated in alignment with best practices and relevant reading on different aspects of identity; this is a topic which constantly evolves and as such, terminology will be updated as appropriate.

Aspect of identity	Definition
LGBTQ+	The acronym and its usage can vary (LGBT, LGBTQ+, LGBTQ+, LGBTQIA+) but these letters represent a community of those who have a minority sexuality and / or gender identity. Source: Inclusive Employers, 2023.
Neurodiversity	Neurodiversity refers to the natural range of differences in human brain function. We all have different brains, different ways of thinking and behaving. This can include Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Condition (ASC), Developmental Coordination Disorder (DCD) – Dyspraxia, Dyscalculia, Dyslexia, Dysgraphia, Tourette Syndrome and Obsessive Compulsive Disorder (OCD). Source: Inclusive Employers, 2024
Gender Identity	Gender identity includes a range of identities, for example, agender, bigender, female, genderfluid, genderqueer, male, non-binary, trans man, trans woman, or another self-described gender identity. Source: Inclusive Employers, 2023.

Gender Pay Gap / Equal Pay for Equal Work	The pay gap and equal pay for equal work are two different things. The pay gap looks at the average salary difference, while equal pay for equal work calculates an adjusted compensation difference, taking factors such as job level or length of service into account. Source: Highberg, 2024
Race	Race is generally considered to refer to physical traits, e.g., skin colour, hair type, bone structure, etc. Source: Inclusive Employers, 2022
Ethnicity	Ethnicity generally refers to lived experience and culture, e.g., language, history, food, etc. Source: Inclusive Employers, 2022
Religion, faith, and belief	Religions are historic and cultural systems that transform with time, while faith is an individual's value and belief structure. Faith and belief are more interchangeable, whilst religion is a means through which people can express their faith. Source: Inclusive Employers, 2021
Age / Generations	The period of time someone has been alive or something has existed / all the people of about the same age within a society or within a particular family. Source: Cambridge English Dictionary, 2024.

Disability	Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. Source: UN Convention on the Rights of Persons with Disabilities
Socio-economic background	The concept overlaps with the idea of social class and is often measured by indicators, which reference occupation, household income, wealth and access to opportunities for career advancement (including education). Source: First Sentier MUFG Sustainable Investment Institute, 2024.

Appendix II

Update on Triodos Bank's equity, diversity, and inclusion focus areas

Triodos Bank's mission is to create a society that protects and promotes quality of life for all, with human dignity at its core. An ongoing focus on equity, diversity, and inclusion (EDI) is crucial for us to achieve that mission, challenge ourselves, and thrive.

Triodos categorises its commitments into four areas of implementation: data and reporting; policy and process; co-worker engagement and learning; and communications and awareness.

This categorisation enables us to:

- Create clarity of Triodos' EDI purpose, and what the expectations are of co-workers at every level
- Embed EDI principles across the co-worker lifecycle through policies, processes and local action plans developed in consultation with the business
- Meet reporting obligations and become more data informed in Triodos' EDI activities
- Add more structure around leader and co-worker engagement (i.e., mentoring, education, learning opportunities)
- Build greater external awareness of our EDI work and advocacy