

Diversity & Inclusion Statement

National Bank of Kuwait (International) PLC ("NBKI") is committed to supporting employees by offering equal and fair opportunities without discrimination of gender, race, colour, nationality, religion, political affiliation, or any other status (e.g., age, disability) in all of NBKI's practices. This includes but is not limited to recruitment, promotion, transfer, training, and compensation and benefits along with all other terms and conditions of employment. NBKI is focused on cultivating an environment built around diversity and inclusion where everyone feels valued and acknowledged.

NBKI fosters the advancement of our employees by encouraging and rewarding outstanding performance. Employees are eligible for promotions to higher positions and/or grades based on business needs, their job responsibilities, performance and required competency levels. Employees will be evaluated at periodic intervals based on their performance and job description. All promotions are considered as per management guidelines and promotion criteria. Further, NBKI offers professional development and mentoring programs to improve the qualifications of all staff.

Our Culture

Our culture is built around a professional and positive environment where employees are respected and empowered and are expected to conform to appropriate legal, moral, ethical and professional standard of behaviour and conduct. Employees are educated about and expected to follow the Diversity and Inclusion Policy, Employee Handbook, NBKI's Code of Conduct, Whistleblowing Policy, etc.

Employee and Family Safety, Health & Wellbeing

At NBKI, we care about the safety, health and wellbeing of our people and their families by providing programs to promote and monitor occupational safety and offering benefits, as described below. Further, we recognise that the safety and wellbeing of workers and their families impact absenteeism and turnover, disruption to operations, cost of operations and insurance premiums, hence we strive to create a family-friendly work environment.

As such, with the safety of our employees in mind, harassment is not tolerated within the bank and all reported incidents are investigated and dealt with accordingly. NBKI supports a healthy work life balance for their employees, and also enrolls all full-time employees on an Employee Assistance Programme, which gives confidential assistance to any employee struggling with stress or their mental health.

The Bank has in the last couple of years previously undertaken some other D&I related initiatives specifically in the form of training. One of these related to unconscious bias training which helped raise awareness on the subtleties of bias and how we can avoid it particularly in recruitment. The other related to mental health training which focused more on learning about disabilities and focusing on staff wellness. Further stress and mental health training is also planned.