

**PERFORMANCE  
THROUGH  
PEOPLE**



## **Diversity & Inclusion within HSBC Bank Malta plc**

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## **WORKING AT HSBC**

**HSBC wants the best working environment for its people. To achieve this, we need to understand our people and make our workforce a diverse and inclusive place to be, where**

- \* Opinions count**
- \* Views are heard**
- \* Concerns will be addressed**

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## **GOVERNANCE**

- \* Group Diversity Committee**
- \* Regional Committees**
- \* Local Committees**

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## MEASURE

- \* Global People Survey
- \* D&I Index targets



## PERFORMANCE



- Springboard Programme
- Disability Awareness Training

## WHAT ARE WE DOING IN MALTA?

- \* Diversity Policy
- \* Harassment Policy
- \* Child Care Subsidy Scheme
- \* Job Sharing
- \* Key Time Employment
- \* Reduced Hours
- \* Shift Work
- \* Summer School Subsidy
- \* Home Working
- \* Employee Assistance Programme

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## **THE EQUALITY MARK**



**Equality policy document**

**Sexual harassment policy document**

**Internal reporting procedures**

**Equal opportunities in recruitment and employment**

**Equal pay for work of equal value**

**Gender equality training**

**Gender neutral job descriptions**

**Circulation of material/ news/ notices amongst employees is equal**

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## **BUSINESS BENEFITS FOR DIVERSITY**

**Provide competitive advantage by maximising staff potential and business potential**

**Enhance image as Employer of Choice and Bank of Choice.**

**Meet the obligations of the law and regulatory bodies**

**Low staff turnover**

**Community benefits**

**Increase employee motivation**

**Create new business opportunities  
Ethical dealings with customers and their assets**

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