

Introduction:

Overview

At BSF, we are always putting the needs of our people, customers, shareholders and society at the centre of our agenda. Through the promotion of effective diversity, equity and inclusion (DEI) practices, BSF understands the value that can be created for the Bank and its employees, customers, and local communities served.

Effective DEI practices also support the Kingdom of Saudi Arabia in fulfilling its Vision 2030. Through the DEI commitments and initiatives outlined within this position statement, BSF proudly strives to support Vision 2030 objectives.

At BSF, Diversity Equity & Inclusion include the visible factors that describe an individual in terms of gender, age, and disability (both visible and non-visible). DEI means that every voice is valued and heard in a safe workplace. We surround ourselves with people from diverse backgrounds. As BSFers, we do this to learn from each other's knowledge and experiences, and to foster open-based collaboration.

As part of our transformation journey, our people express their unique voices and draw from their rich experiences to bring fresh ideas to our BSF. This is why we are committed to fostering DEI in the workplace.

DEI Mission

To become the leading bank of choice, with a brand reputation not only for our products but also for our inclusive and safe workplace; thus, embracing diversity and equity by creating value for our employees, customers, and society.

Purpose

This Position Statement establishes BSF's commitment towards fostering a corporate-wide culture that promotes diversity, equity and inclusion and prohibits any form of discrimination and harassment.

Scope

- BSF's full-time employees.

Strategic Dimensions:

1- Ensure an Inclusive & Safe Workplace

- Educate & Develop
- Digital and Physical Accessibility
- Inclusive culture and sense of belonging
- Zero tolerance to discrimination & harassment

2- Foster a diverse workforce and talent pool

- Develop
-

- Attract Talent
- Foster Gender Diversity

3- Sustainable impact on BSF and society

- Develop
- Partnership
- Empowering our communities.

Focus Areas:

1- Gender: We have in place a DEI strategy that is aligned with BSF transformation. Promoting gender diversity is a top priority.

- Percentage of Female Employees
- Percentage of women in executive and leadership positions

2- Disability: The definition of disability shall refer to having one or more of the following disabilities: Visual, Hearing, Cognitive, motor, Learning Disabilities, speech/language impairment, Behavioural challenges, autism spectrum disorders, and any other disabilities which require special care. BSF commits to continuing to pursue the goals of DEI and empowerment of people with disability, focusing on their human rights and wellbeing. We aim to integrate accessibility across all areas of work so that all of our people are enabled to deliver the innovation, quality and customer-focus they are capable of.

- Percentage of employees with disability

3- Generational: Our workforce is also diverse in terms of age.

- Percentage of Youth Employees

Key Enablers:

1- Ownership & Accountability: HR, Leaders and employees have responsibility towards DEI

2- Learning: Educate employees with class-rooms, e-learning, workshops, awareness sessions, etc.

3- Programs & Policies: All policies guide and stand for our DEI Strategy

Responsibilities:

1- As Employees: Every employee has the responsibility to treat others with dignity and respect at all times.

- Employees are expected to exhibit conduct that reflects inclusion at work, or off the work site and at all other BSF sponsored events.

2- As Managers:

- Managers are responsible for understanding their role in promoting DEI, communicating and implementing policies and procedures effectively, and working with staff to integrate the values of BSF & DEI into employment practices.
- Build a workforce that is provided with opportunities to develop skills and experience for career advancement, learning and development.

3- As Senior Leadership

- Senior Leadership are responsible for setting the tone and direction of BSF culture, policies and practices. Senior Leadership advocates DEI since they are positioned to articulate the vision of change.

BSF's Position Towards:

Board of Directors

In accordance with ESG Policy Framework and BSF's Board Nomination, Membership, Assessment and Succession Policy, BSF takes into consideration the need to have a strong combination of experience and skills aligned with the bank's business and strategy as well as to have a board that collectively possess leadership values and skills, such as strong ethics and integrity; diligence and conscientiousness. The policy encourages diversity of gender, backgrounds, age segment, education & past experiences. Moreover, the policy provides equal opportunities to all segments of the society.

Workforce

- BSF leadership is committed to being a role model in promoting diversity, equity, and inclusion throughout the Bank, as well as swiftly addressing potential and confirmed instances of discrimination or harassment.
- BSF is committed to understanding and supporting the individual and diverse needs of its workforce at different stages of life; such support includes providing parental leave; childcare support; wellness programs; effective learning and development programs; and flexible work arrangements, which enable the BSF workforce to meet the needs of the personal lives and well-being, while maintaining the ability to be high performing at work through flexible work location, time, and hours.
- BSF is committed to creating an accessible workplace to ensure that individuals with a disability can perform their essential job functions, including accessing tools and technology, entering buildings or sites, and using workplace facilities.
- BSF is committed to ensuring that our talent pool includes qualified candidates of all genders, which supports achieving our participation indicators for women from among these candidates.
- BSF is committed to providing equal opportunities to its workforce by ensuring all the professional employment opportunities offered by the Bank are based on merit and its diversity objectives. Key equal opportunity elements incorporated into the Bank's recruitment and promotion processes include:
 - All job descriptions state the required skills, education, work experience, knowledge, and other requirements to successfully perform the responsibilities of a position.
 - All job application forms and interviews will only ask questions that are designed to assess an applicant's ability to perform the responsibilities of a position.
 - All shortlisted candidates are identified through the same selection criteria; which are based on a position's job description.
 - In cases where an assessment (technical or psychometric) is required to measure a candidate's capability for a specific role, then all candidates for that role will receive the same assessment.