

Diversity in a business environment



Bank Polski



data sources: ICAN Institute, BCG, McKinsey, Cloverpop

A broad dimension of diversity

Diversification, in particular, in terms of gender, race, age, marital status, sexual orientation or religious beliefs, but also distinct competences and talents, varying work experiences, lifestyles, communication styles, learning styles and methods of conflict resolution.

Access to a wide talent pool

Modern and competitive companies focus on attracting and retaining the widest possible talent pool, and **talent is independent of age, gender, cultural background or views**. An inclusive recruitment policy supports this process and increases diversity, giving the company an opportunity for growth.

Attractive corporate image

About 2/3 of candidates declare that **a diverse team is important to them** in the consideration of job offers. An organisation that employs diverse teams is perceived as **a good and trust-inspiring employer**.

Diversity in a company is an opportunity for:

Making smarter decisions

A diversified team epitomises **varied experiences, perspectives and ideas**; these, in turn, lead to better decision-making. According to the research, ethnically, culturally, biologically and age-diverse teams have been **the most successful**.

Boost efficiency, creativity and flexibility

People who work in a diverse environment are **flexible and less likely to get stuck in a rut and patterns**. The diverse skills and perspectives displayed by the workforce translate into **better tailored products and services**, finding niche areas, or venturing into new markets. Diverse teams are also able to **adapt to changes faster**, which influences the adaptability of the entire organisation.

Drive higher financial performance

Revenues of companies with diverse management teams were 19% higher than revenues of competitors managed by homogeneous groups. Teams with a greater degree of diversity **generate revenues that are on average 3.7% higher** than that generated by homogeneous groups, while financial performance of the most inclusive companies is 25% higher than that achieved by the least diverse companies.

Diversity objectives in the Bank's Management Board and Supervisory Board

= diversity in terms of knowledge, competence and skills in at least the following aspects:

- education, experience, skills,
- age,
- gender, at the minimum level of 30%.

