

# OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Fostering and supporting a globally diverse and inclusive workforce is a fundamental strength of Northern Trust that helps us succeed as a business enterprise and community advocate. So that we can truly operate as a global firm and stay competitive, we value people of all backgrounds, cultures and perspectives.

Northern Trust has a number of initiatives across the Europe, Middle East and Africa (EMEA) region that demonstrate our commitment to fostering an inclusive and supportive work environment for all of our employees.

## A STRATEGIC FOCUS

A management structure supportive of strong diversity and inclusion practices is essential. By incorporating executive leadership and developing comprehensive strategic goals, Northern Trust has developed a strong commitment to diversity and inclusion throughout the upper reaches of its organisation.

- Our dedicated EMEA Diversity, Equity & Inclusion practice within Northern Trust's corporate social responsibility department aims to facilitate the development of an inclusive culture. In addition to serving as a strategic adviser and brand ambassador, this department is responsible for a number of initiatives every year including tailored programmes, masterclasses, mentoring circles and various speaker events, networking opportunities and conferences.
- Northern Trust's EMEA Diversity, Equity & Inclusion Council, composed of approximately 20 individuals from across the region's business lines and countries, formulates the region's diversity, equity and inclusion strategy across EMEA. Through monthly meetings, it ensures that each business and country has formulated its own tailored plans to progress diversity, equity and inclusion with a focus on raising awareness, attracting diverse candidates to Northern Trust and advancing our own diverse talent.

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## PARTNER PARTICIPATION

Northern Trust believes that to be effective, diversity, equity and inclusion practices must involve employees at all levels. To encourage employee participation, a selection of employee networks called Business Resource Councils are open to all staff members. These are employee-initiated and governed networks that deliver tactical engagement-based activities, education and awareness. Each network is sponsored by a member of Northern Trust's executive management committee who has a high profile within the firm and advocates for the group both internally and externally.

These groups include:

- **Advancing Professionals Business Resource Council:** Engaging and benefitting professionals through networking and development opportunities, education and community involvement; also serving as a business resource through the annual case challenge.
- **Asian Leadership Business Resource Council:** Increasing awareness and understanding of Asia's people and culture in the context of Northern Trust's evolving global organisation and operating model.
- **Black Business Resource Council:** Serving its community by facilitating opportunities to embrace talent, empower individuals and expand their networks.
- **Disability Business Resource Council:** Welcoming, developing and supporting employees, clients or connected community groups affected by all disability issues, both visible and non-visible.
- **Latin Heritage Leadership Council:** Bringing value to Northern Trust and its employees through development, networking and leadership opportunities whilst promoting Northern Trust's brand in countries with Latin roots in EMEA.
- **Lesbian Gay, Bisexual, Transgender and Allies Business Resource Council:** Ensuring a supportive work environment that embraces diversity and creates an open and welcoming place for all lesbian, gay, bisexual and transgender and allied employees so that they may make maximum contributions to the organisation.
- **Military Appreciation & Assistance Resource Council:** Facilitating opportunities to learn more about the armed forces and to understand the strengths those with military experience bring to our organisation, whilst functioning as a conduit for Northern Trust to attract, assist, develop and retain retired military personnel.
- **Women in Leadership Business Resource Council:** Engaging both men and women in a dialogue around the challenges women face in fulfilling their true career and leadership potential. The council also aims to empower women of all levels to take control of their own careers through providing opportunities to expand their internal network and influence within the organisation.
- **Working Families Business Resource Council:** Acknowledging family and caregiving responsibilities and work balance whilst offering expertise, guidance, seminars and networking to support our employees in enhancing their family life.

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## WOMEN IN FINANCE CHARTER



Northern Trust is a signatory to the Women in Finance Charter ("the Charter"). Established by the HM Treasury in the United Kingdom, the Charter aims to bring companies together to work to build a balanced and fair financial services industry. Teresa Parker, Northern Trust's president for Europe, Middle East and Africa, champions this Charter and our wideranging diversity efforts in the UK. We take

great pride in aligning ourselves with this important initiative and believe that cross-industry efforts such as this are of vital importance in helping our industry's success. When we signed up for the Charter in May 2017, we had 31% female representation in senior management. As of September 2019, we had 35% female representation in senior management, meaning we have achieved our representation commitment more than one year ahead of the deadline. As of September 2020 we maintained our percentage at 35%. In November 2020 we announced a renewed target of reaching 38% women in senior management roles by December 2023 in the UK.

As a signatory to the Women in Finance Charter we remain committed to foster gender balance and inclusion in our Norway branch. To recognise this, and given the small size of the Norway branch, we have set a target of 40% female representation across the business, and 30% females in senior leadership positions that will take effect once the branch has six employees or more. The branch currently has 3 employees, of which 33% are female.

## KEY PARTNERSHIPS

We believe in the power of collaborative partnerships and are proud to work with a number of partners across the region who provide us with ongoing knowledge, education and insights to support our efforts. Our partners include, but are not limited to, LGBT Great, Fonds Frauen, The Centre for Inclusive Leadership, Stonewall, Working Families, Your Employee Wellbeing, My Family Care, The Open Doors Initiative and The Diversity Practice.

## DIVERSE LEADERS AND INCLUSIVE MANAGEMENT PROGRAMMES

Developed to encourage diverse talent across leadership roles in EMEA, Northern Trust's Diverse Leaders Programme coaches participating black, Asian and minority ethnic employees on leadership essentials through a five-day conference and periodic roundtable discussions and mentoring with executives. Since the programme's launch in June 2014, more than half of all participants have achieved new leadership roles. As a result of its success, the programme has since been expanded to support our female talent from across the region.

Northern Trust also focuses on existing leadership through our Inclusive Management programme, which includes mandatory unconscious bias training for managers as well as an e-learning programme for all staff members. Mental Health First Aid training is offered to managers, helping them to support their team members effectively. As an organisation, we continue to take positive steps to raise awareness and provide education to encourage positive health and wellbeing and more efficient and balanced ways of working.

### AWARDS

We monitor our progress by participating in market benchmarks which assess industry best practice and are delighted to have received the following recognitions:

#### GENDER EQUALITY INDEX MEMBER

Bloomberg, 2022 (5th consecutive year)

#### ONE OF THE "WORLD'S MOST ADMIRABLE COMPANIES"

Fortune Magazine  
(2022, 16th consecutive year)

#### BUSINESS WORKING RESPONSIBILITY-MARK – NORTHERN TRUST IRELAND

Business in the Community (2019)

#### BEST PLACES TO WORK FOR LGBT EQUALITY

Corporate Equality Index  
(2020, 13th consecutive year)

#### SILVER AWARD

Mind Workplace Wellbeing Index  
(2019, 2020, 2021)

#### UK MINISTRY OF DEFENCE EMPLOYER RECOGNITION SCHEME

Gold Award (2020)

#### TOP RANKING OF 100% ON THE HUMAN RIGHTS CAMPAIGN FOUNDATION'S,

Corporate Equality Index, 2022

#### LGBT GREAT FINANCIAL SERVICES STANDARDS

Silver Standard (2022)

#### BUSINESS & FINANCE IRISH BUSINESS AWARDS,

Diversity, Equality and Inclusion award (2022)

**Global Locations**

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Abu Dhabi	Guernsey	Melbourne	Stockholm
Amsterdam	Hong Kong	New York	Sydney
Bangalore	Kuala Lumpur	Pune	Tokyo
Beijing	Limerick	Riyadh	Toronto
Chicago	London	Seoul	
Dublin	Luxembourg	Singapore	

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