

Sustainability & HR

It's about the journey

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June 2021



Joint Committee
on Climate Change

How did we get there and how do we stay on course?



We have set out on a journey to become a purpose led and values driven company

PURPOSE LED =

Means we act on our shared aspiration to make a positive impact in the world with our capabilities & talents.

Our positive impact is explained by our purpose 'Banking for better, for generations to come'

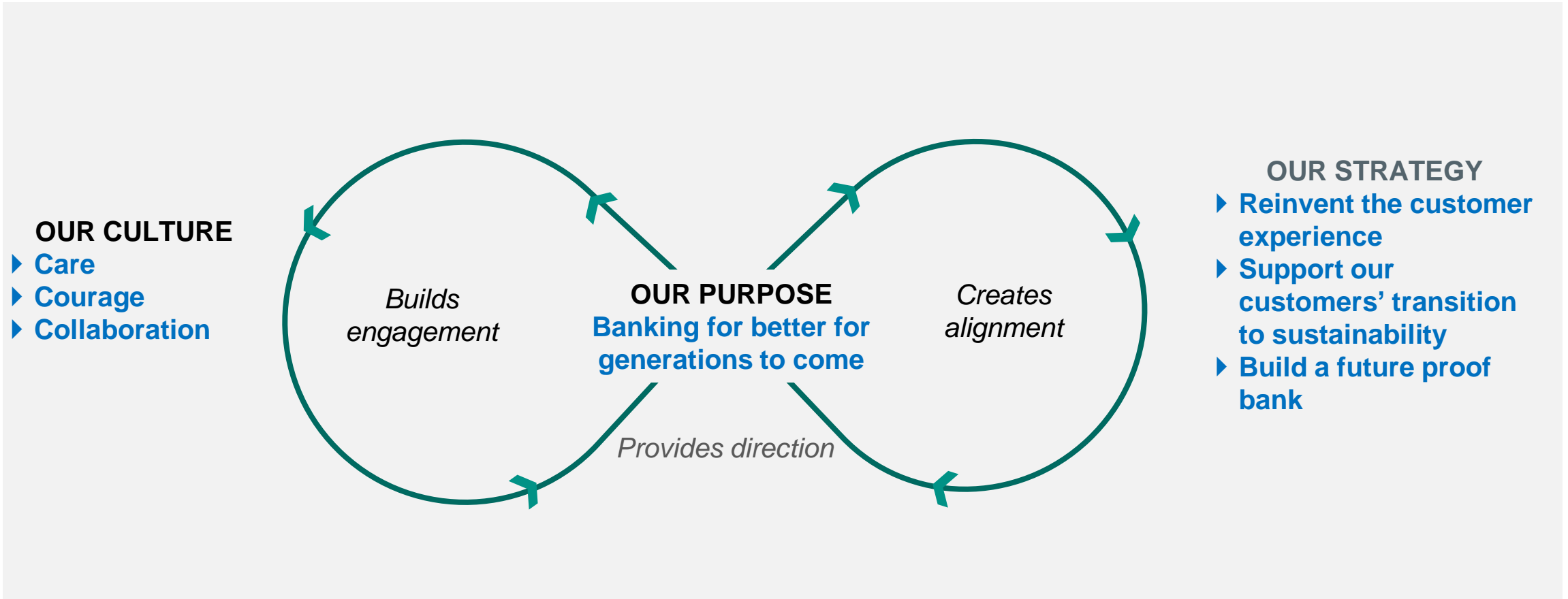
VALUES DRIVEN =

Means we act on what we believe is important and that our behaviours are congruent with our values.

We do as we say, and we say as we do.



Leading transformation is about connecting the dots.....





*... and unleashing the potential of the people in the company.
Organisations do not change, people make change happen.*

Sustainability in ABN AMRO has 3 focus areas

Our sustainable strategy is built on long-term ambitions in the areas of

- 1 climate change
- 2 circular economy
- 3 social impact



Poll Question!

What should the role of HR be in bringing sustainability into the heart of the Financial Services sector?

- Service provider
- Functional expert
- Transformation enabler
- Strategic transformation partner



Poll Question!

What is the role that you see HR currently playing?

- Service provider
- Functional expert
- Transformation enabler
- Strategic transformation partner

Our primary focus is on leadership development & embedding sustainability in the employee journey



LET ME HELP YOU

WE OWE YOU



BEST START

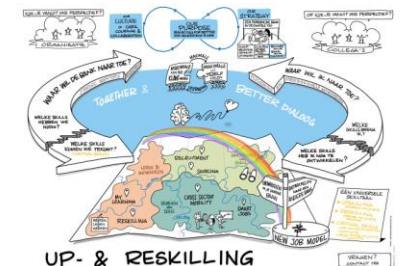
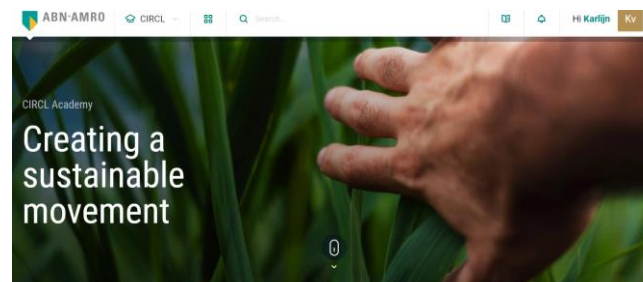
MEANINGFUL
GROWTH

GREAT
AMBASSADORS



Gender sourcing

- ▶ 50/50 target
- ▶ Gender sourcer
- ▶ Gender neutral vacancytexts



CONTRIBUTE TO SOCIETY AND YOUR PERSONAL DEVELOPMENT

▶ **NEW** from 2020, you will get a week **Banking for Better days**. You can use these days to work on your personal development or to take part in social projects. The two days you currently have for studies and the week you have for voluntary work leave will be discontinued.

And the journey continues....

Thank you!

