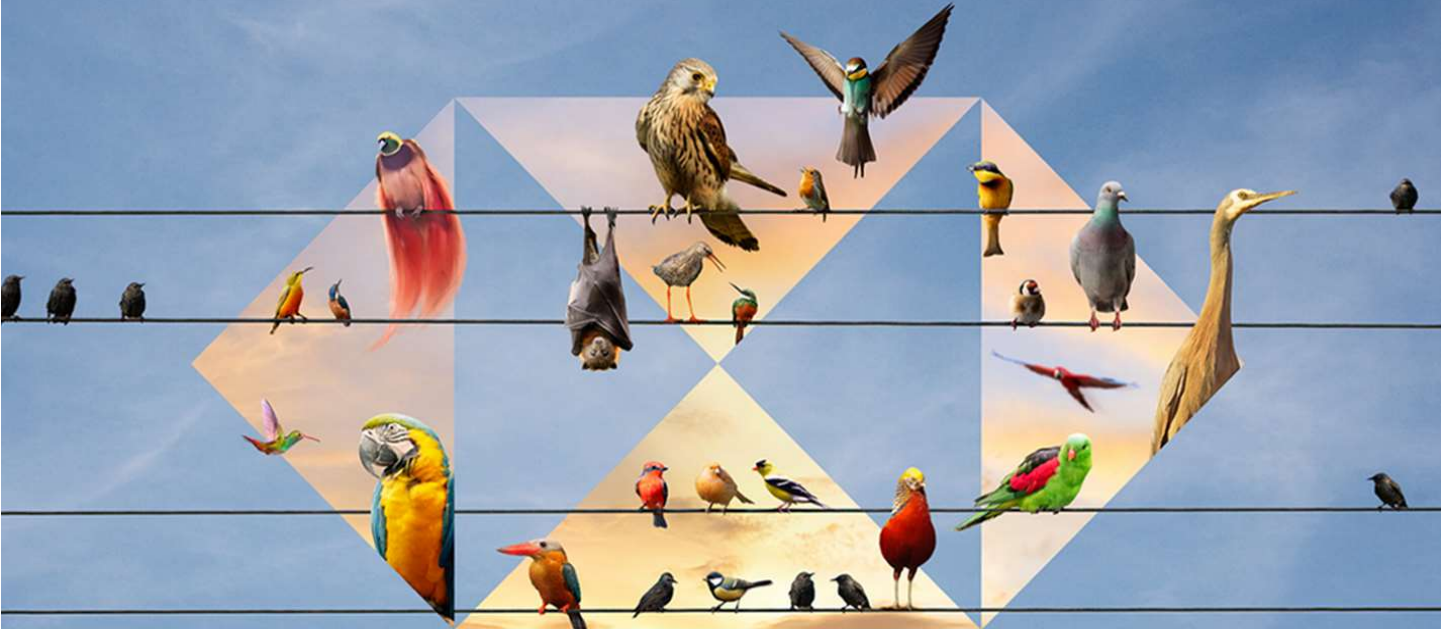


# Employee Resource Groups (ERGs)



At HSBC our purpose is Opening Up a World of Opportunity. That means valuing our differences and making sure HSBC is a place where everyone feels included, valued and respected.

We know that the best way to do that is by bringing together diverse people, ideas and perspectives.

### **What inclusion means to HSBC**

We value difference and were founded on the strength of different people, experiences and voices. They are integral to who we are and how we work.

Diverse ideas and perspectives help us create opportunities, innovate, and grow. This makes us all stronger and enables us to help build a more equal world

Employee networks support our commitment to inclusion, helping make HSBC a place where people feel they can be themselves.

### **HSBC's Employee Resource Groups (ERGs)**

Our ERGs are open to all HSBC employees and are dedicated to fostering a diverse and inclusive work environment aligned to HSBC's values and behaviours. They are led by employees who want to support an inclusive environment for all.

The activities and events organised by the ERGs help to expand cross-cultural understanding and awareness to help counter unconscious bias and demonstrate our commitment to building a diverse workforce.

The ERGs provide their members with professional and personal growth opportunities via networking events, mentoring and sponsorship opportunities, and knowledge sharing.

They offer employees community, engagement and connection, providing a sense of belonging. ERGs also aid the introduction of new and current employees into the organisation and help to build and maintain employee engagement.

We have over 115 ERGs in 20 countries and territories and the number continues to grow.

At HSBC, our ERGs are split into two categories - those that are included under diversity strand networks, and those Communities that have common interests.

Our seven diversity strand-focused global networks are aligned to HSBC's strategy and purpose under the global network names of Ability, Balance, Embrace, Faith, Generations, Nurture and Pride.

## **HSBC** | Ability

- The Ability network is dedicated to leveraging the diverse skills and abilities of employees and carers of individuals with both visible and hidden physical and mental health challenges.

## **HSBC** | Balance

- The Balance network supports the recruitment, development, advancement and engagement of a gender-balanced workforce within HSBC.

## **HSBC** | Communities

- The HSBC Communities include a number of common interest groups which connect our colleagues on a variety of different topics, such as mindfulness, flexible working and military interest.

## **HSBC** | Embrace

- The Embrace network for ethnicity and race helps us attract, retain and engage a more diverse range of talent, and educates on embracing inclusion to support a more ethnically diverse and multicultural workforce.

 **HSBC** | Faith

- Our Faith network promotes tolerance and respect for all faiths and advocates the benefits of a diverse and inclusive workforce.

 **HSBC** | Generations

- The Generations network promotes cross-generational understanding, cooperation, networking, mentoring and facilitation of knowledge transfer.

 **HSBC** | Nurture

- The Nurture network for Working Parents and Carers supports a family-friendly approach across HSBC through educational activities, sharing expertise, and promoting the benefits of a family diverse workforce.

 **HSBC** | Pride

- Our Pride network supports an inclusive environment for Lesbian, Gay, Bisexual, Transgender and other non-mainstream groups on the spectrums of sexual orientation and gender identity (LGBT+).

