

Diversity, Equity, and Inclusion

“At Interbank our aim is that our teams reflect the diversity of Peruvian society of which we are a part. This is why we are convinced that having diverse work teams has a positive impact on creativity and innovation, which allows us to better understand and assist our clients, helping them fulfill their dreams.

We wish to depend on employees of different ethnic origins, sex, age, marital status, political opinions, sexual orientation, religion, skills, nationality, economic status or any other kind of difference, because we believe that all of these characteristics make us unique.”

Luis Felipe Castellanos / General Manager

Diversity Policy

- We encourage diversity in our work teams and foster a work environment that respects and values individual differences to benefit from the talent of each employee.
- At Interbank we promote equal opportunity between employees, as well as a relationship of respect and trust. As such, we reject any form of discrimination related to ethnic origin, sex, age, marital status, political opinion, sexual orientation, gender identity, gender expression, religion, disability, nationality, economic status or any other kind of difference.
- We use non-discriminatory language in our internal and external communications, as well as in our advertising.
- We provide a work atmosphere in which we do not accept any form of violence, harassment or offensive and/or disrespectful conduct.
- We encourage a creative and motivating atmosphere, where promotions, career paths and pay are available under equal conditions for everybody based on knowledge, attitudes, skills and merits required for different work positions.
- We cultivate an inclusive and collaborating culture to retain our talent and maximize their potential.

Diversity and Inclusion Committee

- The Diversity Policy may be modified on the basis of proposals made by the Diversity and Inclusion Committee, which is established as a management committee under this policy and is to be composed of:
- The General Manager
- Two representatives from the Vice-Presidency of Legal and Corporate Affairs
- Two representatives from the Vice-Presidency of Distribution Channels
- Two representatives from the Human Management and Development Department, and
- One or more representatives selected by the above, according to criteria that they shall determine.

The Committee shall have, among others, the following functions:

- Propose actions and policies that promote equity, diversity and inclusion in the organization.
- Approve the Diversity and Inclusion Plan, based on the proposal drawn up by the Human Management and Development Division.
- Execute, through its members, the function of spokesperson for the actions taken to fulfill the Diversity and Inclusion Plan.
- Analyze cases made known to the Committee that are contrary to the Diversity Policy and suggest the incorporation of improvements in the practices and procedures of the organization.