



Community Initiatives and promotion of social and economic development

NBB's commitment to its social responsibility is evident through an established Donations Policy that covers Education, healthcare and Social Welfare. NBB has always been and will continue to be committed to allocate 5% of its annual net profits to the support of various programs and initiatives that fall under the 7 Donations and Contributions pillars.

Diversity and Inclusion is a pillar within the Bank's Human Resources and Talent Management Policy. It is set in place in order to embrace the differences between people in various forms including gender, age, religion, disabilities, personality, ethnicity, skill set, experience, knowledge base, and background. As such the fund under the Donations and Contributions policy is will enhance acceptance of diversification in the society.

The Bank recognizes the importance of having a skilled workforce to achieve strategic and operational plans and is committed to providing an environment that is a conducive to effective performance and promotes training and development opportunities for all employees

The main purpose is to ensure having the required competencies in place to meet the performance and quality standards of functions, Line Managers are responsible to propose learning objectives and plans of their subordinates to develop their set of skills through training courses and external learning exposure.

As a leading financial institution, National Bank of Bahrain (NBB) seeks to manage its environmental impact, risks and opportunities to protect the environment in which it operates. To provide such assurance, NBB is in the process of implementing an Environmental Management System (EMS) in line with ISO14001:2015 International Standard.

The Environmental Policy sets the foundation of Environmental Management framework and governs main environmental activities that is appropriate to the Bank. It also improves banks' environmental performance and showcases its commitment to protect the environment and reduces our footprint.

At NBB, we are committed to managing our direct environmental impacts through:

- Meeting our environmental objectives and targets by monitoring, reporting and taking appropriate actions to reduce energy consumption (power & water), greenhouse gas emissions as well as paper consumption and waste;
- Investing in energy efficient technologies;
- Managing our business operations to prevent pollution;
- Managing waste generated from our business operations according to the principles of reducing, re-using and recycling – where cost efficient; and
- Giving due consideration to environmental issues and energy performance in the acquisition, design, refurbishment, location and use of buildings.

We aim to work with our suppliers to positively influence their environmental performance by:

- Considering environmental criteria while procuring goods and services;
- Focusing on material outsourcing and high-risk suppliers where we regularly monitor their environmental performance and address environmental issues, risks and opportunities where applicable;
- Increasing suppliers' awareness on environmental, social and ethical issues as well as risks and opportunities that are relevant to their operations and products; and
- Ensuring our suppliers are abiding to local standards of practice.

The Bank believes in equality and fairness when it comes to its recruitment policy. The criteria of the selection process will not be biased towards a certain gender, age, disability, marital status or any other elements falling outside the scope of the Bank's business and operational needs or requirements of the law.

In addition, the Bank fully supports the employment of qualified persons with disabilities as required by law. Accordingly, the Bank does not discriminate against the employment of persons for any job which they can competently perform.

Aiming to mark positive contribution to both internal and external stakeholders, Credit Risk Management adopted ESG within its Global Credit Policy to embed sustainability in our credit activity since 2020. Our ambition to be recognized as a regional leader in responsible lending and sustainable finance stems from our commitment to make positive impact on the clients and communities we serve. ESG risk factors are examined across our financing activity with clients. We are working with leaders in the field to cement ESG risk assessment so that our approach is more entrenched within the overall credit risk management framework.

NBB Group is committed to the Health & Safety, and wellbeing of its employees, customers, visitors, contractors and tenants. The Group aims to provide a safe and secure working environment by embedding Health & Safety practices into our daily operations and ensure alignment to Group's Code of Conduct.

Group Health & Safety policy is implemented in line with the local laws and regulations, and recognizes international best practices as well as international guidelines issued by World Health Organisation (WHO). The policy describes appropriate standards to ensure Health & Safety risks are controlled within risk tolerance across our workplace. We have also established Health & Safety framework addressing areas related to risk assessments and risk mitigation in order to prevent accidents and protect Group's staff and assets.

It is the responsibility of all staff to assist the Group with implementing and maintaining these deployed practices and take ownership in reporting any unsafe practice witnessed across the premises.

As a Group, we are committed to the continuous improvement of Health & Safety performance and increase staff awareness by periodically conducting Health & Safety and Security trainings that are reconciled with HR records.



Group Treasury and Investment Policy Disclosure

The National Bank of Bahrain recognizes the important role which treasury and capital markets play in today's financial system. The Bank also recognizes the importance of regulatory compliance and risk controls which must accompany the activities of a treasury and capital markets function. The Treasury and Capital Markets Policy defines the Group's integrated view of enterprise-wide trading, investment, compliance, and risk controls which must be adhered to by the Group Treasury and Capital Markets Unit. The Policy also highlights the essential details of corporate governance, corporate behavior, and ESG-compliant investment considerations. The National Bank of Bahrain is committed to serving its community, its clientele base, and its shareholders while ensuring that all activities undertaken by its Treasury and Capital Markets Unit adhere to best market practices.

We are committed to fully respect human rights and comply with all requirements within the national and international bills, laws, and treaties.

Our Human Rights policy encourages us to continuously develop a supportive organizational culture that respects the employees' freewill. Through creating awareness and workplace grievances that encourage open and honest communication amongst all employees.

We at NBB are committed towards valuing our employees. This is demonstrated by encouraging their opinions, providing them with fair employment practices, and by maintaining diversity. As well as complying with the Kingdom of Bahrain's laws, CBB's guidance, and our intolerance of any form of forced or child labour.

Our commitment goes beyond maintaining a healthy work environment that is free from violence and unsafe acts that could jeopardize our employees.

[Click here](#), to view the full policy.

In line with Bahrain's 2030 vision to reduce the unemployment rate in the country, NBB's recruitment is aligned with prioritizing employment opportunities to Bahraini candidates if found suitable to meet the Bank's business and operational needs.

At National Bank of Bahrain (NBB). We continuously drive sustainability in products and solutions, combining economic success, social responsibility and environmental protection in our business operations and thereby enable our customers to meet current and future needs of society. Ensuring the principles of sustainable development in our supply chain is important to us. We want to partner with our suppliers to further develop their sustainability performance in our supply chain. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized standards to use their best efforts to implement these standards with their suppliers and subcontractors.



Youth Employment Support Policy Statement

NBB is committed to developing, training and providing potential employment opportunities to the youth, in line with local and International Labour Standards.

Our Policy is aimed towards establishing and building the ideal practical skills needed to support the youth segment in increasing their job opportunities.

Annually, the Bank promises to accommodate 40 graduates to join the Bank's rigorous internship programme, which offers both on the job and formal training.

This programme provides educational and behavioral courses throughout its duration, and experience to equip the youth with the necessary qualities to help in advancing their careers.