

GOAL  
**05**

# Achieve gender equality and empower all women and girls

**IMPACTS**

Fostering a work environment that supports gender equality, both with regard to its employees and its support for initiatives and product offerings.

**BBVA INITIATIVES**

**Diversity and inclusion**

Description	Current Status (2018)	Future Plans
<ul style="list-style-type: none"> <li>- Global Diversity and Inclusion Plan</li> <li>- Signatory to the United Nations' Women's Empowerment Principles</li> <li>- Implementation of the Rooney Rule, which stipulates that 50% of candidates for management positions must be women</li> <li>- Unconscious bias training</li> <li>- Improving the way in which offers are written</li> <li>- Coaching program for women</li> </ul>	<ul style="list-style-type: none"> <li>- 53.9% of the Group's workforce are women</li> <li>- 48% of management positions held by women</li> <li>- 2018 Bloomberg Gender-Equality Index</li> <li>- BBVA Compass included in the 2018 Corporate Equality Index on LGBT equality</li> <li>- Protocols for the prevention of sexual harassment at all of the Group's banks</li> </ul>	<p><b>To continue the commitment to diversity in the workforce as one of the key elements to attract and retain the best talent</b></p>

**BBVA Microfinance Foundation (BBVAMF)**

Description	Current Status (2018)	Future Plans
<ul style="list-style-type: none"> <li>- Contributing directly to reducing gender inequality (61% of entrepreneurs are women)</li> <li>- Collaboration with UN Women: The United Nations Entity for Gender Equality and the Empowerment of Women, to promote the entrepreneurial potential of women and their capacity to help reduce poverty</li> </ul>	<ul style="list-style-type: none"> <li>- 61% of entrepreneurs are women</li> <li>- BBVAMF identified as a case study by the UN Secretary-General's HighLevel Panel on Women's Economic Empowerment</li> </ul>	<p><b>To empower women through specialized financial and non-financial services</b></p>