

Consolidating an internal culture of gender parity

Women's empowerment is embedded in our corporate culture since, to be closer to women entrepreneurs, we have to start at home. To this end, BBVAMF has signed up to UN Women's Women's Empowerment Principles ([WEPIs](#), and to the United Nations' Global Compact).

We have our own [corporate commitment to women's empowerment](#) while all our institutions have parity and diversity committees. These committees define and review our strategy, coordinating and disseminating this gender vision across all areas of our organization, making us accountable to the governing bodies.

Furthermore, in 2020 we took part in [the Aequales PAR ranking](#), a free annual measurement tool, and the leading product in the region, which evaluates the gender parity conditions of over 800 Latin American companies. Using over 200 variables it calibrates the gender parity conditions at the very heart of the organization.

All our institutions' results were higher or the average for their respective countries. We have strengths in the areas of managing objectives, organizational structure and talent management, and room for improvement in our organizational culture. We will work on these throughout 2021.

Likewise, in 2020 during the pandemic, our institutions have implemented websites about parity and inclusion and run workshops for co-workers on unconscious gender bias and gender roles.

Throughout 2021 we will roll out a series of actions to document these efforts in our corporate policies, we will continue training about unconscious gender bias, and we will promote action that improves the work/life balance. Our aim is to carry on making progress so that we have a more inclusive, more diverse working environment that lets us understand and better serve the needs of our women entrepreneurs and those of our co-workers, whether women or men.

Methodology

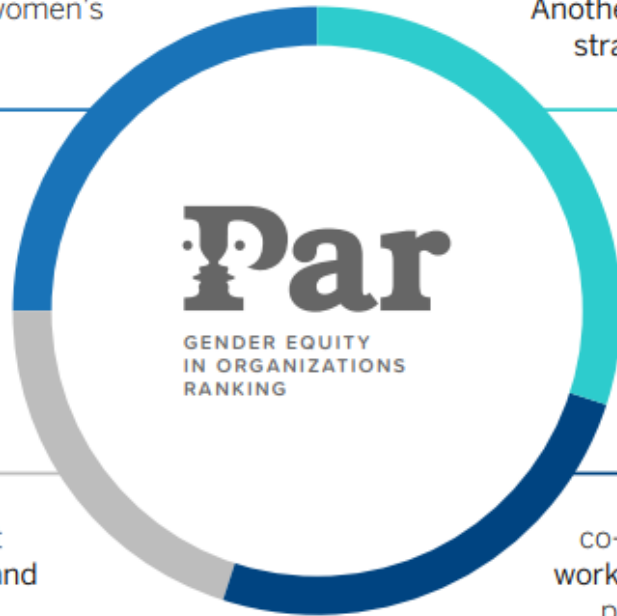
Aequales' PAR rankings

Contains questions about hiring procedures, promotions and pay, as well as best practices in HR within the organization, women's leadership and new masculine roles.

25%
Talent management

20%
Organizational structure

Contains questions that collate information about the numbers of women and men in the organization, hierarchy and the areas in which they work.



Positive action to achieve gender equity with co-workers and stakeholders. Another expression of corporate strategic management with a gendered approach.

30%
Goal management

25%
Organizational culture

Practices that encourage co-workers to achieve a good work/life balance, measures to prevent and penalize sexual harassment in the workplace, inclusive & positive LGBTI+ action

Internal Equity



Training Sensitization

Unconscious Bias online course - CAMPUS FMBBVA

Website “Nosotros con Ellas”

PAR- Aequales Ranking

AEQUALES Community

Training in unconscious bias

Women Empowerment Programme - training to foster self-esteem and personal development of the female employees

Training in unconscious bias

Unconscious bias training

Values work with gender lens

Women campaign - quarterly trainings

Unconscious bias training

Equidad Interna

HR Policies and Procedures

Inclusive Communications Manual

Equity and Inclusion Policy

Sexual Prevention Harassment Protocole

Mentoring for female workforce (2022)

Diversity and Equity Policy

Inclusive Communications Manual

Work-Life Balance Policy

UNDP Gender Equality Seal UNDP (2022)

Sexual Prevention Harassment Protocole

COP UN Women-Gender Map

360 Assesment with female employees and clients on gender and civersity Women Talent Pool

Inclusive Communications Manual

PAR Aequales

UNDP Gender Equality Seal (2022)

Sexual Harassment Prevention Protocole