

Our Commitments

NatWest Group is setting out ten commitments in a report on racial equality that will set the standard for how the bank engages with its Black, Asian and Minority Ethnic colleagues, customers and communities. These commitments are in addition to the existing plans and target already set.

1

We will build a more inclusive culture with mandatory training for all colleagues and an ethnicity ally programme.

2

We will enhance existing group ethnicity pay gap reporting.

3

We will champion colleagues' potential with multiple accelerated and focused development programmes.

4

We will ensure our recruitment processes remain free from bias and ensure, where minimum criteria have been met, we continue to have Black representation on our UK Early Career programmes.

5

We will not tolerate racial discrimination towards our colleagues by anyone.

6

We will deliver enterprise and career education programmes to our UK Black, Asian and Minority Ethnic communities.

7

We will understand socioeconomic barriers facing Black, Asian and Minority Ethnic customers through research and strategic partnerships.

8

We will amplify Black, Asian and Minority Ethnic voices through our marketing and communication platforms.

9

We will ensure our suppliers are as diverse as our customers and communities.

10

We will build financial capability with our UK Black, Asian and Minority Ethnic colleagues, customers and communities.

Existing target:

To have at least 14% Black, Asian and Minority Ethnic leaders in our UK senior roles by 2025.

New target:

As Black colleagues are under-represented in senior roles across the UK – relative to the UK working population (ONS) – we are introducing a new Black target where we are aiming to have 3% Black colleagues in our UK senior roles by 2025.