



6<sup>th</sup> March 2017

## **AIB launches series of initiatives for Diversity and Inclusion Week**

- **Sets targets to have 40% women represented at management level**
- **Announces two weeks' paid paternity leave**
- **Launches Mind the Gap initiative for women on maternity leave**

AIB today announced a Diversity and Inclusion Week which aims to raise employee and public awareness of AIB's ambition to become a more diverse and inclusive place to work.

To coincide with Diversity and Inclusion Week which begins today (March 6<sup>th</sup>), AIB is setting new targets for gender representation at management levels, launching paid paternity leave and announcing other new family-friendly policies.

AIB plans to have 40 per cent women across management by 2018. AIB already achieved its target of 25% representation of women on the AIB Group board by the end of 2016.

AIB will also offer two weeks' fully paid paternity leave allowing new fathers to enjoy the first few weeks with their children without worrying about being out of pocket. This follows the Government's introduction of paternity leave and paternity benefits last year.

During Diversity and Inclusion Week, AIB will also launch a new Mind the Gap initiative which aims to help women on maternity leave to reintegrate back into the workplace in a more supportive way.

AIB CEO Bernard Byrne said: 'Diversity and Inclusion are important aspects of our people agenda. By committing to a more diverse workforce at management level, we will lay the foundations for increased diversity at more senior levels.'

The bank will also host a number of customer events across the country to demonstrate the business case for diversity and hear about what other companies are doing to attract and keep employees.

AIB Chief People Officer Triona Ferriter said: "Diversity is about enabling real culture change. By committing to having more diverse representation at management level, we will enable more informed decision-making. Diversity and Inclusion Week marks another step on the road to making AIB a more diverse and inclusive place to work."

See Notes to Editors overleaf/

**Notes to Editors:**

**1. Paternity Leave**

Under new legislation launched in Ireland last September, fathers are now entitled to two weeks' paternity leave in the first six months after the birth or adoption of their child. If the father meets the appropriate requirements he can claim a Social Welfare benefit of €230 per week of leave.

AIB has chosen to provide a top-up payment so that employees gets the benefit of their full salary for the two weeks they are on paternity leave. In line with AIB's broader diversity and inclusion policy, AIB also offers the leave entitlement to second parents of either gender, not just Dads. The payment is processed through AIB's normal payroll arrangements

**2. Management**

AIB defines management as all of its Executive and Managerial roles. In AIB's current structure management accounts for the top 22% of the organisation or 2,250 jobs.

**Further information:** Kathleen Barrington, AIB Press Office: 01 6414563

**ENDS**