

OUR COMMITMENT TO DIVERSITY AND INCLUSION

Fostering and supporting a globally diverse and inclusive workforce is a fundamental strength of Northern Trust that helps us succeed as a business enterprise and community advocate. So that we can truly operate as a global firm and stay competitive, we value people of all backgrounds, cultures and perspectives.

Northern Trust has a number of initiatives across the Europe, Middle East and Africa (EMEA) region that demonstrate our commitment to fostering an inclusive and supportive work environment for all of our employees.

A STRATEGIC FOCUS

A management structure supportive of strong diversity and inclusion practices is essential. By incorporating executive leadership and developing comprehensive strategic goals, Northern Trust has developed a strong commitment to diversity and inclusion throughout the upper reaches of its organisation.

- Our dedicated EMEA Diversity & Inclusion practice within Northern Trust's corporate social responsibility department aims to facilitate the development of an inclusive culture. In addition to serving as a strategic adviser and brand ambassador, this department is responsible for a number of initiatives every year including tailored programmes, masterclasses, mentoring circles and various speaker events, networking opportunities and conferences.
- Northern Trust's EMEA Diversity & Inclusion Council, composed of approximately 20 individuals from across the region's business lines and countries, formulates the region's diversity and inclusion strategy across EMEA. Through monthly meetings, it ensures that each business and country has formulated its own tailored plans to progress diversity and inclusion with a focus on raising awareness, attracting diverse candidates to Northern Trust and advancing our own diverse talent.

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PARTNER PARTICIPATION

Northern Trust believes that to be effective, diversity and inclusion practices must involve employees at all levels. To encourage employee participation, a selection of employee networks called Business Resource Councils are open to all staff members. These are employee-initiated and governed networks that deliver tactical engagement-based activities, education and awareness. Each network is sponsored by a member of Northern Trust's executive management committee who has a high profile within the firm and advocates for the group both internally and externally. These groups include:

- **Advancing Professionals Business Resource Council:** Engaging and benefitting professionals through networking and development opportunities, education and community involvement; also serving as a business resource through the annual case challenge.
- **Asian Leadership Business Resource Council:** Increasing awareness and understanding of Asia's people and culture in the context of Northern Trust's evolving global organisation and operating model.
- **Black Business Resource Council:** Serving its community by facilitating opportunities to embrace talent, empower individuals and expand their networks.
- **Disability Business Resource Council:** Welcoming, developing and supporting employees, clients or connected community groups affected by all disability issues, both visible and non-visible.
- **Latin Heritage Leadership Council:** Bringing value to Northern Trust and its employees through development, networking and leadership opportunities whilst promoting Northern Trust's brand in countries with Latin roots in EMEA.
- **Lesbian Gay, Bisexual, Transgender and Allies Business Resource Council:** Ensuring a supportive work environment that embraces diversity and creates an open and welcoming place for all lesbian, gay, bisexual and transgender and allied employees so that they may make maximum contributions to the organisation.
- **Military Appreciation & Assistance Resource Council:** Facilitating opportunities to learn more about the armed forces and to understand the strengths those with military experience bring to our organisation, whilst functioning as a conduit for Northern Trust to attract, assist, develop and retain retired military personnel.
- **Women in Leadership Business Resource Council:** Engaging both men and women in a dialogue around the challenges women face in fulfilling their true career and leadership potential. The council also aims to empower women of all levels to take control of their own careers through providing opportunities to expand their internal network and influence within the organisation.
- **Working Families Business Resource Council:** Acknowledging family and work balance whilst offering expertise, guidance, seminars and networking to support our employees in enhancing their family life.

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FLEXIBLE WORKING AND THE WORKSMART PROGRAMME

Northern Trust's innovative flexible work programme, WorkSmart, allows employees of both genders to work remotely if their job requirements allow. Many meetings are now held on conference calls and video conference. One-fifth of Northern Trust's employees work flexibly, and all employees – whether or not they are caring for another family member – are permitted to apply.

This support extends to other family support programmes, including back-up childcare, consultancy and training, webinars for parents and carers and a flexible benefits package. "Northern Trust has a long history of supporting our employees' individual career paths by offering a flexible work environment," explains Connie Lindsey, head of corporate social responsibility and global diversity & inclusion for Northern Trust. "Our flexible work policy is ingrained in our culture. We believe it increases employee engagement and retention, which leads to better performance and more effective ways of working."

MATERNITY COACHING

To support the transition of new mothers and the retention of its talented employees, Northern Trust offers a strong maternity coaching programme to help new mothers navigate changes in their family and career life. The programme involves three distinct stages of support: planning & preparation prior to leave, keeping in touch during maternity leave and returning to work with confidence.

DIVERSE LEADERS AND INCLUSIVE MANAGEMENT PROGRAMMES

Developed to encourage diverse talent across leadership roles in EMEA, Northern Trust's Diverse Leaders programme coaches participating black, Asian and minority ethnic employees on leadership essentials through a four-day conference and periodic roundtable discussions and mentoring discussions with executives. Since the programme's launch in June 2014, half of the 16 participants have achieved new leadership roles. In October 2015, the programme was awarded the Shell Developing Talent Award. The programme has since been expanded to Ireland and Guernsey as a result of its success, where the focus is on female employees.

Northern Trust also focuses on existing leadership through our Inclusive Management programme, which includes mandatory unconscious bias training for managers as well as an e-learning programme called Open Minds for all staff members.

AWARDS

Northern Trust is honoured that its diversity and inclusion policies have been recognised with the following awards:

BUSINESS WORKING RESPONSIBILITY MARK – NORTHERN TRUST IRELAND

Business in the Community (2016, third consecutive year)

NAMED AS ONE OF THE WORLD'S MOST ETHICAL COMPANIES

Ethisphere Institute (2017, fourth consecutive year)

BEST FOR FLEXIBLE WORKING

Working Families Awards (2012, 2014)

ONE OF THE "WORLD'S MOST ADMIRABLE COMPANIES"

Fortune Magazine (2016, tenth consecutive year)

100 BEST COMPANIES FOR WORKING MOTHERS

Working Mother Magazine, 24th Year on the List (2015)

TOP 10 COMPANY FOR WORKING FAMILIES

Working Families (2013, 2014)

BEST FOR FLEXIBLE WORKING STRATEGY

Employee Benefits Awards (2014)

SILVER AWARD IN THE RACE FOR OPPORTUNITY BENCHMARK

Race for Opportunity Benchmark, for Ethnic Minority opportunities in the Workplace (2013)

THE BEST COMPANY FOR DEVELOPING DIVERSE TALENT

Race for Opportunity Awards for Ethnic Minority opportunities in the Workplace (2015)

100 BEST ADOPTION-FRIENDLY WORKPLACES

Dave Thomas Foundation for Adoption (2016)

BEST PLACES TO WORK FOR LGBT EQUALITY

Corporate Equality Index (2017, 10th consecutive year)

Global Locations

Abu Dhabi	Frankfurt	Luxembourg	Singapore
Amsterdam	Guernsey	Melbourne	Stockholm
Bangalore	Hong Kong	New York	Sydney
Beijing	Kuala Lumpur	Pune	Tokyo
Chicago	Limerick	Riyadh	Toronto
Dublin	London	Seoul	

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Q57947 (9/17)