

Providing equal opportunities

We believe in a workplace without exclusions.

We treat all our employees equally, regardless of gender, nationality, age, or other traits. We forge relationships of mutual trust and respect.

Equal employment and development opportunities

We assess anyone applying for a job at Eurobank Cyprus based on merit. We are not influenced by gender, nationality, age, or other distinctions.

Every selection we make is made based on merit, objectivity, equal treatment of all candidates and transparency. The entire evaluation process is based on the values of Eurobank Cyprus. We treat our employees objectively and fairly, and we give them the tools to advance if and when they wish so.

Continuous learning

We are committed to implementing learning programmes and initiatives, aiming to help our employees grow both personally and professionally. This is key to us, as our employees' values, commitment, skills, and abilities will eventually define how our customers are being served.

The ongoing training and learning opportunities are also critical in supporting our people adapt to an ever-changing digital world. We offer upskilling opportunities through various means and learning modalities.

Axiopoio development suite

We carry out the annual performance evaluation, making the most of digital technology. We upgrade the ways evaluation contributes to our professional development and supports our modern and dynamic way of working.

Performance evaluation is not backward-looking, but a powerful work tool. Teams are in direct contact with their Managers in terms of setting goals and designing development plans. All our colleagues in Eurobank Cyprus receive feedback at exactly the right time.

We easily and instantly connect with the corporate goals, get everything into perspective and align with our associates, no matter where we work from.

Fair remuneration system

We acknowledge and award talent and innovation. We reward each employee depending on their contribution and the level of responsibility they undertake, as determined by the position they hold and the market where we operate.

Respect and team spirit

We respect every member and embrace diversity. We foster team spirit. We encourage the smooth induction and participation of our members. We cultivate respect, solidarity, understanding and honesty.

We foster equitable treatment

Steadfast in its goal to engender trust and mutual respect amongst employees, customers, and other key stakeholders, Eurobank Cyprus applies a policy of zero tolerance to any type of harassment, intimidation, or inappropriate behaviour. Our Anti-Harassment Policy is an important resource which sets the standards of behaviour expected at our organization, helping everyone make decisions and take actions consistent with the values and the mindset that govern our way of conducting business. Discriminations based on nationality, gender, parental status, color, religion, health, and sexual orientation are absolutely prohibited for all Bank employees. The Policy defines a framework on how to prevent, properly address and eliminate workplace violence and harassment, and also establishes a mechanism for handling internal grievances and complaints, supporting our employees to report such behaviors.

Diversity, equity, and inclusion

We are committed to cultivating and fostering an inclusive culture with our practices and policies that support business ethics and our ESG strategy and enhance our social responsibility commitment.

Our Diversity, Equity and Inclusion Policy outlines our corporate values, principles and commitments that support a diverse, equitable and inclusive work environment, where everyone can have the opportunity to flourish. To this end, we:

- Recognize and respect the value that different backgrounds, perspectives and experiences can bring to our organization and treat all people with respect, without any discrimination on the grounds of age, nationality, gender, marital status, physical or mobility impairments, sexual orientation, social and financial background, or other characteristics and beliefs.
- Ensure that all our people have access to equal opportunities and fair resources to make the most of their lives and talents.
- Encourage all our people to feel comfortable with being themselves and feel safe to voice different ideas and opinions, fostering a sense of belonging.