

MONETA to level the conditions for LGBT families and couples among the employees, registered couples to be treated as married spouses

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Starting the first of March, all employees of the MONETA Group will be eligible for the statutory leave for a wedding or registered partnership or organization of a funeral regardless of their sexual orientation. The Bank has decided to level the conditions for its LGBT employees that the Czech legislation won't admit.

Employers must provide statutory leave for so-called important personal obstacles to work under the Labour Code and subsequent government regulation. Based on this, employees are eligible for leave in cases such as their own wedding, death of a spouse, partner or child, organization of a funeral or when accompanying a family member to a medical facility. However, the law does not apply to cases when members of the same household live in registered partnership.

"We have decided to remove the discrimination that exists in the Czech legal environment within this context. If the domestic legislation denies these rights and claims to LGBT families and couples from among our employees, MONETA will help them achieve those rights. We are prepared to provide completely equal conditions. We will always treat our employees as well as our clients with complete transparency and zero discrimination," commented CEO and Chairman of the Management Board of MONETA Money Bank, Tomáš Spurný.

According to the Pride Business Forum, a platform that has continuously supported introduction of LGBT diversity in the workplace, 47% of Czechs hide their sexual orientation at work: up to 75% of persons with minority sexual orientation wish their employers to level the conditions for LGBT employees.

The above-mentioned platform and MONETA have signed a Memorandum for support of LGBT diversity and inclusion in the workplace today. It is the next logical step the Bank takes in its pursuit of equal position of all employees regardless of their background, gender or sexual orientation. MONETA is a long-term supporter of the 'S barvou ven' initiative which helps young LGBT persons with their coming out. The Bank has offered its clients to support the platform via Smart Banka mobile application for two years. Last year, MONETA signed the European Diversity Charter and it also has its own Committee for diversity and gender inclusion called MON FAIR, which is an advisory body of the Bank's Management Board. MONETA Money Bank is also the only company from the Czech Republic which has already been included twice into the prestigious Bloomberg Gender Equality Index.

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MONETA Money Bank, a.s., which is the controlling person of MONETA holding, is a leading independent Czech bank, servicing clients through its nationwide branch network. The bank has been traded on the Prime Market of Prague Stock Exchange since 2016. The bank has focused on retail and SME oriented business model with a strong position in the consumer and agriculture segments. In addition, the bank provides customers with insurance products and investment funds. MONETA serves more than 13% of the Czech population via an omni-channel distribution strategy which includes 154 branches and 555 ATMs, a market-leading digital banking platform, a call centre, auto dealers, building society and mortgage bank, brokers and leasing partners.