

## Diversity

### Diversity Switzerland

#### Equal opportunities - irrespective of race, nationality, gender, sexual orientation, religion, or age

As a multicultural company, Credit Suisse strives to achieve equal opportunities and promote an environment free of discrimination and harassment of any kind. An independent contact point provides support for various issues related to diversity.

#### Increasing the share of women in middle and senior management

Using comprehensive data from a statistical report on women and men at Credit Suisse in Switzerland, the situation of women at our company is the object of investigation. Diversity Management acknowledges the need for action and is working together with the Executive Board to define concrete measures.

#### Gender-neutral wage equality

For years, avoiding wage discrimination has been a concern of Credit Suisse. Analyses are conducted on a regular basis to this end; gender-specific salary differentials are corrected.

#### Work-life balance

Credit Suisse encourages part-time employment, job-sharing, and working from home in all areas where such models are operationally feasible and make sense. The need to strike a balance between professional and private life is on the rise, as an ever-increasing number of well-educated women and men wish to supplement their jobs by taking on family or political commitments.

### Brochure on Pregnancy, Parenthood, Work

The first section of this brochure contains information for employees of Credit Suisse in Switzerland on the most important legal aspects regarding work, pregnancy, and parenthood. Subsequent sections deal with the various aspects of balancing work and family, and child-care issues. Every section provides information about the specific and often extra-obligatory regulations and benefits that apply for Credit Suisse Switzerland.

The brochure was not conceived for the purpose of providing ready-made solutions to improve the balance between work and family. The subject is much too complex and individuals' needs vary too greatly. The publication is intended instead as a resource to help employees determine their personal family and partnership model that will allow them -and all other parties involved -to strike the delicate balance between professional and family life. The following considerations are given priority by Credit Suisse:

- Retaining, developing, and acquiring employees
- Increasing employee flexibility
- Improving Credit Suisse's status as an attractive and socially conscious employer
- Taking steps proactively to promote social development
- Implementing corporate policy

The child-care concept at Credit Suisse is a particularly attractive family-friendly measure. In the early nineties, Credit Suisse set up a child-care facility in Zurich, and additional facilities followed in Geneva and Winterthur. Today, employees throughout Switzerland enjoy professional services thanks to the company child-care support team and its cooperation with organizations such as the "Child Care Service". For many years, female employees at Credit Suisse have been able to take maternity leave up to six months, irrespective of the number of years they have been employed with the company. During maternity leave, the salary entitlement is as follows. From 1<sup>st</sup> to 4<sup>th</sup> year of service: until the end of the 16<sup>th</sup> week after the baby's birth; after 4<sup>th</sup> year of service: 6 months. These regulations apply irrespective of whether the employment relationship is continued after the birth.

The supplementary family allowance for employees and middle management who are legally entitled to an allowance for a child or education is another benefit that has long been standard. Credit Suisse also grants all men paternity leave of five working days for the birth of a child. This leave must be taken within two months of birth.

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### Statistical Report on Women and Men

One of the goals of Diversity Management is to create equal opportunities for women and men at all levels and in all functions in our company. To achieve this goal, Diversity Management requires a comprehensive database. The internally available statistical report provides information about the percentage of women and men in middle and senior management, their status as full or part-time employees, their educational background and years of service at the company. Measures are taken on the basis of these findings.

Qualified and motivated employees are an important success factor for a service provider such as Credit Suisse. For this reason, positions of responsibility, targeted training and development, competitive salaries, and innovative working models are of major importance in retaining talented staff.

To improve the balance between their professional and private lives, considerable time and resources have been invested in the recent past to assess attractive working models such as part-time employment, job-sharing, and working from home. As a consequence, by 2005 roughly 20% of all employees at Credit Suisse were working on a part-time basis. Women still make up a large share of part-time staff, 78%.

Promoting equal opportunities for women remains a priority at Credit Suisse. Over the last few years, the percentage of women holding management positions in Switzerland rose. By 2005 the share of women in middle management was 25%, in senior management 10%.