

CaixaBank publishes the book "Recipes of the world", with the culinary proposals of 20 employees of the company in different countries

- ***This book is a collection of recipes and short stories written by Group employees to discover traditions in their home countries, reflecting their contribution to the company in terms of heterogeneity and richness***
- ***Currently, there are 5,419 people from 88 countries other than Spain working at the CaixaBank Group***
- ***Cultural diversity is one of the key pillars of the bank's corporate culture, which is driven by the cross-functional programme "Wengage"***

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In its firm commitment to diversity and inclusion, CaixaBank has published the book "*Recipes of the world*", which portrays the cultural richness of its people. With a team of professionals from over 80 countries, the company focuses on and drives diversity as one of the key pillars of its corporate culture.

This book is a collection of recipes and short stories written by 20 of the Group's employees to discover the cultural and culinary traditions in their home countries, reflecting their contribution to the company in terms of heterogeneity and richness. With this book, CaixaBank invites readers to discover and appreciate the cultural diversity that enriches our day-to-day work.

"*Recipes of the world*" is not just a recipe book, but also a portrait of CaixaBank's commitment to cultural diversity and its effort to create a work environment in which individual differences are respected and celebrated.

There are 5,419 people from 88 countries other than Spain working at the CaixaBank Group: 31 from North America, 43 from Central America, 341 from South America, 4,735 from Europe (excluding Spain), 194 from Africa, 73 from Asia and two from Oceania.

CaixaBank has a firm commitment to cultural diversity and ensures that its work environment is a multi-cultural and inclusive one. You can download the book from the [CaixaBank website](#), and read how the bank leads by example and takes another step forward to promote a culture of inclusion.

Promoting cultural diversity within an organisation is key to creating a more competitive, sustainable and innovative work environment. Diversity enriches the collective intelligence of our teams, resulting in improved decision-making processes and boost in innovation.

Wengage, CaixaBank's commitment to equality

Diversity, meritocracy, equal opportunity and talent recognition are some of the pillars of CaixaBank's corporate culture. Under these premises, it works with a commitment to become a benchmark for its employees, promoting inclusion and participation and bolstering projects that promote equal opportunities, both within the company and across society as a whole. In fact, women hold 43% of managerial positions at CaixaBank, and 40% of the Board of Directors is comprised of women.

CaixaBank has the Wengage diversity programme, a Group-wide project developed by people from every area in the company. Based on meritocracy and on promoting equal opportunity, it works to encourage and implement every aspect of diversity: gender, functional, generational, LGBTI, cultural and more. Wengage includes internal measures to engage with and raise everyone's awareness on the importance of diversity, to promote flexibility and work-life balance, through shortlists for internal promotions and female *mentoring* plans. In addition, CaixaBank is the first Spanish company to be certified by AENOR for its *mentoring* programme.

Moreover, Wengage also rolls out different external initiatives for customers and society as a whole, with a view of driving diversity, based on four main areas of action: leadership and entrepreneurship, by organising different prizes to recognise female leadership in business (CaixaBank Woman Entrepreneur Award and Self-Employed Woman Award); innovation and education (WONNOW Awards for academic excellence by women in a STEM field); sport (sponsorship of the women's national basketball team) and rural environment (AgroBank Chair: Women, business and rural environment, or a study of the gender gap in the agricultural sector by Closingap).

In addition, CaixaBank has rolled out an Equality Plan to promote the principles of equal opportunities and diversity at work, to enhance the presence of women in managerial positions, and reinforce measures to achieve a good work-life balance. The plan features the scope of gender in managerial development programmes and in recruitment and training processes, and the fostering of teleworking and flexibility.