

# **Barclays Bank PLC Annual Report**

**31 December 2024**

## **Climate Change**

Barclays Bank Group could be connected to potential downstream negative impacts on people and the environment, over the short, medium and long term, in relation to providing financial services to clients in high emitting sectors.

## **Sustainable Products and Services**

### **Sustainable Products and Services**

Barclays Bank Group could be connected to potential downstream positive impacts over the short, medium and long term on the environment and people by providing sustainable and transition finance to clients, which encompasses environmental, social, transition, nature and broader sustainability linked financing.

Barclays Bank Group has a potential opportunity over the short, medium and long term by offering sustainable products and services. Barclays Bank Group has a sustainable finance strategy to operationalise its ambition to capitalize the potential addressable market for the bank by offering and supporting sustainability related products and services

## **Working Conditions**

By prioritizing employee working conditions Barclays Bank Group can have a positive impact in the short, medium and long term on employees' wellbeing. Barclays Bank Group does this by:

### **Salary / Benefits**

- Ensuring the payment of a living wage to all employees in line with the Fair Pay Agenda and to promote their financial wellbeing.
- Providing secure employment, through stable job positions and appropriate protection against unfair dismissal, to employees which positively impacts their financial and social security.
- Providing access to private medical cover and health support services, such as occupational health, workplace adjustments, employee assistance programmes and wellbeing tools and resources to help protect the health, safety, and wellbeing of employees.

### **Listening**

- Listening to employee feedback and maintaining a strong and effective partnership with trade unions and national works councils to foster employee wellbeing and maintain an engaged workforce.

### **Employee Relations**

- Promoting equal and fair treatment free from bias or preferential treatment through disciplinary and grievance procedures
- Providing employee support mechanisms, such as sick leave, parental leave, and flexible / hybrid work arrangements to foster workplace inclusion for employees and support the wellbeing of individuals.

## **S2: Workers in the Value Chain**

### **Labour Rights (including Modern Slavery)**

Barclays Bank Group could be connected to potential downstream negative impacts over the short, medium and long term on labour rights (including Modern Slavery) of workers in our value chain by providing financial services to clients who operate across a wide range of sectors and geographies in which modern slavery has been identified as a potential concern and/or clients who may have weak health and safety protections or poor practices relating to worker' health and safety in the operations and/or value chains of entities in our downstream value chain.