

ADRIANO KOELLE ON DIVERSITY & INCLUSION

Adriano Koelle, Chairman of Latin America and Country Executive for Brazil, BNY Mellon

April 2018

Adriano Koelle: At BNY Mellon, we have an uncompromising commitment to diversity and inclusion. This commitment is not only important to our company's culture and to each of us as individuals, it's also critical to our ability to serve our clients and grow our businesses.

Our people embody the diversity – and potential – of today's world. We aren't defined by our differences – we are driven by them. They are the foundation of a dynamic workplace where each of us can speak up, make a unique contribution and grow. Our varied backgrounds, perspectives and experiences spark fresh thinking, helping us to blaze new paths to progress, deliver profitable returns for our clients and our investors and improve lives through investing.

One component of our company's diversity program is the Employee Resource Groups. These groups of employees are formed around a shared characteristic, such as race, ethnicity, gender, disability or sexual orientation. By presenting opportunities for people to network with others with whom they have shared experiences, the company seeks to help all employees feel welcomed and included.

There are no bounds to what you can achieve when you work where your voice is heard, your opinions are respected, your insights are valued and you can genuinely be yourself every day.

After all, our differences make all the difference – they're the key to unlocking your potential, unleashing the full power of our company, and shaping the future of finance.



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