

## Access to Experts



**Lorenzo Civile**  
Global Head of Diversity  
ING

Lorenzo Civile is globally responsible for the diversity strategy within ING Bank and supports the business in their strive to become the Preferred Bank for their customer groups and a top employer for their (future) employees. He aims to support the business by helping them to consistently attract, develop, promote and retain people of diverse backgrounds, based on their competencies and 'ING fit.' Lorenzo believes strongly in equality and at the same time also in the strength of differences. He has just started the implementation of a 4 year global strategy with focus on the increase of the number of women into senior management and on the delivery of a diversity framework for all the ING key countries. Prior to this function, Lorenzo was a business manager at ING Insurance for several years. Lorenzo is father of two young boys.

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