



THE CNMV ADOPTS EBA GUIDELINES ON BENCHMARKING OF DIVERSITY PRACTICES, INCLUDING DIVERSITY POLICIES AND GENDER PAY GAP

27 June 2024

The CNMV has notified the European Banking Authority (EBA) of its compliance with the [“Guidelines on the benchmarking of diversity practices, including diversity policies and gender pay gap, under Directive 2013/36/EU and Directive \(EU\) 2019/2034”](#). Such guidelines shall be applicable from 27 June 2024.

Such Guidelines specify, to the effects of executing harmonised benchmarking of diversity practices, in compliance with paragraph 11 of Article 91 of Directive 2013/36/EU and Article 26 of Directive (EU) 2019/2034, the information that entities and investment firms (IFs), unless they are small and not interconnected, should provide to the competent authorities. It additionally establishes the information that competent authorities must submit to EBA in order to benchmark said practices, including information published in accordance with paragraph 2, point c) of Article 435 of Regulation (EU) No. 575/2013 and Article 48 of Regulation (EU) 2019/2033.

The Guidelines detail the selection criteria of representative sample of entities from which information will be requested by its national authorities and the content of the information to be submitted by IFs to compare diversity practices and the gender pay gap at the level of the management body. It also specifies how competent authorities should submit this information to the EBA for benchmarking at an EU level.

The Guidelines have been issued under Article 16(3) of Regulation No. 1093/2010 of the European Parliament and of the Council, of 24 November 2010, creating a European Supervisory Authority (European Banking Authority), which establishes that competent authorities and financial institutions will do everything possible to adhere to said guidelines. Additionally, the EBA Regulation also establishes the obligation of competent authorities to inform EBA, within two months of publishing the translated Guidelines, whether they comply or intend to comply with the Guidelines published by EBA.

The EBA published the guidelines on 18 December 2023 in English and the translations to each official EU language were published on 27 March 2024.