

## Pride in Mexico

**Text on screen:** HSBC joined Mexico City Pride this year to march alongside LGBT+ colleagues.

**Carlos, HSBC Mexico:** Change is slow in Mexico and we have a long way to go, but with the support of HSBC and our colleagues, I feel very positive about the future. Culture in Mexico is still very conservative. Particularly, the macho culture makes it difficult for LGBT+ people.

I think that the struggles that I've faced in general have been mainly through people that are not 100 per cent familiar with LGBT+ related matters. In my personal experience, most of it is solved through talking to them, making them know that you are just another person.

**Alonso, HSBC Mexico:** In my previous job I could not be open and express myself as I am, and that made me feel bad. For me, working for HSBC as a member of the LGBT+ community, I feel I belong to a company with values.

**Text on screen:** Last year, HSBC Mexico set up a Pride employee resource group.

**Carlos:** It's open for anyone to join, giving us a space to discuss ideas related to LGBT+ topics, and as of May this year, 42 per cent of members are allies.

**Text on screen:** An ally is a heterosexual or cisgender person who supports equal rights and LGBT+ issues.

**Mariela, HSBC Mexico:** I became an ally because I'm interested in promoting messages on equity and equality, in having the same opportunities.

**Alonso:** Participating in the parade with HSBC this year makes me feel proud of the place where I work.

**Carlos:** A colleague approached me and said that in the 20 years he has been working in the company he has never felt more embraced.

**Text on screen:** #JointhePride.