



# **ESCB & SSM**

## **Shared Values Charter**

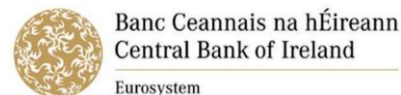


**EUROPEAN CENTRAL BANK**

**EUROSYSTEM**

In 2026 **the European Central Bank, together with the National Central Banks and National Competent Authorities** in the European System of Central Banks (ESCB) and the Single Supervisory Mechanism (SSM), launched the ESCB & SSM Shared Values Charter.

The institutions listed below have become the first signatories of this charter, indicating their **shared values** and **commitment to put these values together in practice (Trust, Growth mindset, Care and engagement)**.



The above list includes signatories obtained as at 12 May 2026 and will be updated on a quarterly basis to include any further institutions that decide to join.

# ESCB & SSM

## Shared Values Charter

This is a public and voluntary commitment, open for signature by **National Central Banks (NCBs) and National Competent Authorities (NCAs)** in the **European System of Central Banks and Single Supervisory Mechanism (ESCB and SSM)**.

We commit to a set of shared values, which will guide us as **we harness commonalities of how we work** to improve our performance for the citizens we serve. The values and commitments in this charter reflect the fundamental beliefs, concepts, and principles of our Community, and in parallel complement our local values and a common vision for our workplaces and our people.

This Charter aligns with the principles enshrined in the Charter of Fundamental Rights of the European Union and the Maastricht Treaty.

### Our Values

Our values strongly support our institutional independence and reinforce our credibility in economic issues.

### Engagement

We foster an environment where all colleagues understand their roles, **take pride in the impact of their work, feel motivated by a shared mission, and are driven to contribute positively** to the organisation's objectives and societal well-being. We do this in our home country, and side by side in Europe.

### Care

We care about our colleagues and society, throughout Europe. We are committed to fostering a culture of **care and compassion by working together**. We listen to understand and believe in the value of diverse opinions and views, ensuring everyone feels valued, respected, and encouraged to thrive. Our actions match our words, and **everything we do is done with the greater good in mind**.

### Trust

We build strong, lasting relationships both within our organisation and with our external stakeholders, fostering mutual respect and long-term success. **We act with honesty and integrity and are transparent, accountable, and reliable**, delivering on our commitments to ensure the **best outcomes for society as a whole**.

### Growth Mindset

We openly **embrace every opportunity to learn**, constructively challenge the norm and face challenges with resilience and determination. We aim to continuously improve and innovate, **contributing to the success of the ESCB/SSM and society as a whole**, striving to achieve the best possible outcomes.

### Our commitments

We recognize that as individual organisations, we each have unique local values that reflect the diverse societies we serve. However, we also recognise the importance of committing to broader values that unify us across our institutions. We recognise social dialogue as a pillar of trust and engagement within the ESCB and the SSM.

These common values guide our collective mission and enable us to work together harmoniously for the betterment of Europe. **We achieve this by fostering mutual learning, sharing knowledge, working together and ensuring that all employees recognise they are part of a greater whole—thereby strengthening our collective position across Europe.**

We pledge to make continuous efforts and:

**As a group of institutions, we commit to:**

- **Build and Maintain Trust:** Act with honesty and integrity, ensuring transparency and accountability in all our actions.
- **Engage Actively:** Foster a culture where our people feel motivated to contribute to their fullest potential and take pride in the impact of their work.
- **Promote a Growth Mindset:** Encourage continuous learning and improvement, fostering an environment where innovation and resilience are valued.

**Show Care: Commit to the well-being of our colleagues and society, ensuring that everyone feels valued, respected, and that our actions align with our words in contributing to the greater good.**

On behalf of Bank of Spain

**José Luis Escrivá**  
Governor

**Mercedes Olano**  
Director General  
Banking Supervision

Madrid, 17th April 2026