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**Talents Programme** 

**Recognised commitments:** 

of Group employees feel they are treated in a **fair, equitable** and ungendered manner. (source : PULSE 2021)

## Supporting women in their career



**15.8** skills declared by women vs **17.7** declared by men on the Group's About Me tool

Top: 46% Advanced: 48% Emerging: 52%

Don't be afraid to showcase your skills!

Levers to promote skills, develop career paths and affirm expertise.







Career Days

50%

**2025 target:** 

To contribute to the visibility of its employees, the Group signed the Charter #JamaisSansElles in 2019.

jamais sans elles

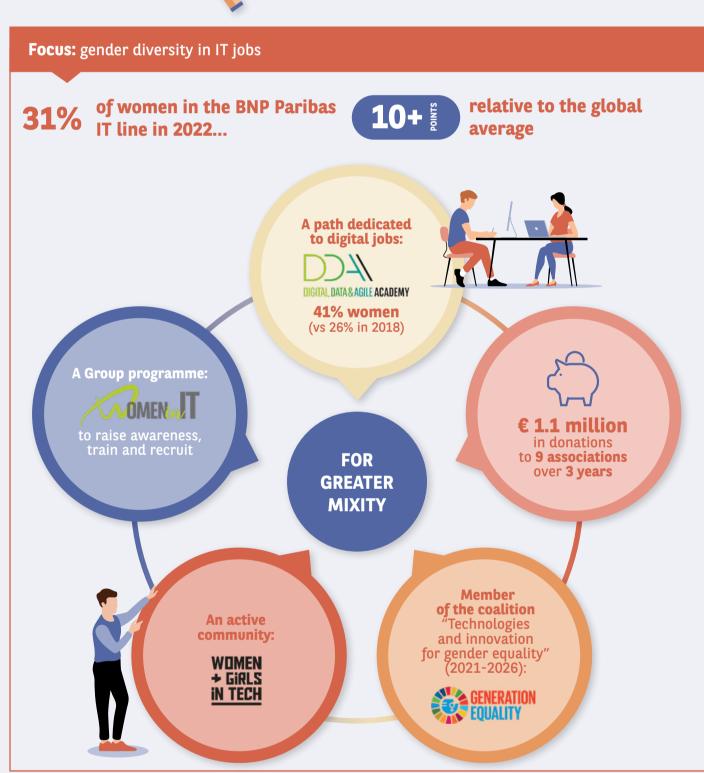
1,200+ si

signatories

including 700+

within BNP Paribas (73% men)

1st financial institution in the banking sector to sign this charter.



Better prevention against gender-based violence



COMPANIES JUNISEY WOMEN

to fight domestic

violence and its impact
at work.

**BNP Paribas** 

member of the Comex

initiative
#StOpE

to fight against ordinary sexism in companies.

**Active member** 

of the collective

2 e-learnings to raise awareness.

Available on MyDev.

Strong commitment to women entrepreneurs

Support models adapted to the needs of our customers and partners:

mentoring, sponsoring, training, financial and sales support, etc.





allocated





