

SOCIAL RESPONSIBILITY AT BNP PARIBAS

3 COMMITMENTS OF A SOCIALLY RESPONSIBLE BANK

FOR ALMOST 190,000 employees around the world

1. PROMOTION OF DIVERSITY AND INCLUSION IN THE WORKPLACE

54%

women within the company, of which 26% in Senior Management Positions (SMP) ⁽¹⁾. Women make up for 50% of the Board Members.

IN JUNE 2016, JEAN-LAURENT BONNAFÉ, CHIEF EXECUTIVE OFFICER, SIGNED THE INTERNATIONAL LABOR ORGANISATION (ILO) GLOBAL BUSINESS AND DISABILITY NETWORK CHARTER.

161

nationalities represented within the Group, with Senior Management Positions (SMP) accounting for 56 nationalities.

Ranked **2nd**

in the "Workplace Pride" ⁽²⁾.

3,237

disabled employees (32 countries).

2. A GOOD PLACE TO WORK AND RESPONSIBLE EMPLOYMENT MANAGEMENT

BNP PARIBAS CERTIFIED TOP EMPLOYER EUROPE 2016 IN 7 COUNTRIES.

BENEFITS PROVIDED TO EMPLOYEES AND THEIR FAMILIES

84% of employees have HEALTH insurance coverage
83% have DISABILITY insurance
82% have LIFE insurance.

LOW ABSENTEEISM RATE ⁽³⁾

3.5% on a basis of 45 countries representing 78% of Group employees.

82%

of the employees (37 countries) are entitled to at least 14 weeks paid of MATERNITY LEAVE, as recommended the International Labor Organisation (ILO).

75%

75% of the employees (35 countries) are entitled to at least 6 days paid of PATERNITY LEAVE.

19,672

Permanent Contract Recruitments. +10% compared to 2014.

86%

of Group employees (44 countries) are protected by employee representatives and/or unions.

257

collective agreements signed in 26 countries, and 4,400 official meetings organised with management.

MAIN RECURRENT TOPICS:

- Compensation,
- Benefits,
- Work organisation.

3. A LEARNING COMPANY SUPPORTING DYNAMIC CAREER MANAGEMENT

5,157

transfers between units and business lines. 30 countries organized 100 events during the "MOBILITY DAYS" 2016 aiming at supporting internal mobility.

96%

of Group employees received training in 2015 (on average 29 hours per employee), thanks notably to the deployment of compliance awareness training and e-learning.

Training, awareness programs and actions were offered:

On HEALTH and SECURITY AT WORK to 78% of employees in 37 countries and
On DIVERSITY AND INCLUSION to 76% of total employees in 36 countries.

DIGITAL CULTURE

16,000 users, 140,000 views and 6 000 likes on the employees' "LET'S GET DIGITAL" platform in 2015.

These data have been issued notably from the "Grenelle 2" report carried out in 2015 with the participation of 150 HR managers across 67 countries representing 95% of Group employees.

⁽¹⁾ The 2 500 positions in the Group that have the largest impact in strategic, commercial, operational and expertise terms.

⁽²⁾ Rewards companies acting for a more inclusive environment regardless of sexual orientation or gender identity.

⁽³⁾ Includes the number of days of absence due to illness, work-related accidents and occupational x100/total staff.

DEVELOPING AND ENGAGING OUR PEOPLE RESPONSIBLY



BNP PARIBAS

The bank for a changing world