

GENDER EQUALITY

LAST VALIDATION :
SPONSOR :
EDITOR :

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Caroline COURTIN – RHG_Diversity and inclusion
Axelle SAADA-GRANET – Group Communication



WHERE WE STAND

For many years, the BNP Paribas Group has been committed to equal rights and opportunities for women and men.

- Its actions help achieve the UN's fifth Sustainable Development Goal 'Achieve gender equality and empower all women and girls.'
- BNP Paribas contributes to this by promoting:
 - an **inclusive human-resources policy** that creates the conditions for women employees to realise their chosen career goals and to make progress towards a shared governance;
 - **access to credit**, a source of development, particularly in emerging countries;
 - **supporting entrepreneurship** in all its forms;
 - **financial independence** through education, access to banking services, and inclusion.
- **Women are at the heart of many projects that the Group supports as a bank, partner or philanthropist.**
- Since 2015, BNP Paribas has been involved in the **HeForShe campaign** with the participation of Jean-Laurent Bonnafé and Group employees. In 2018, Jean-Laurent Bonnafé became Thematic Champion.

In this respect, he made two major commitments:

1. **an internal commitment:** promoting gender equality in professions that are traditionally dominated by men, such as Global Markets, and those traditionally dominated by women, such as Human Resources;
 2. **an external commitment:** supporting the AgriFed programme in Senegal by training 30,000 women in sustainable-farming techniques.
- Even though the process is still long, **the Group has made considerable progress in recent years in terms of equal opportunities in the workplace.**
 - 52% of employees in the Group are women;
 - **Women accounted for 28% of the 3,000 senior manager positions (SMP)**, compared to 21% in 2012.
 - **For the G100**, i.e. the 100 main executive or senior managers, **the number of women in those positions in the Group increased from 8% in 2012 to 28% at the end of 2018.**
 - Moreover, after a steady pace of 40% in recent years, **appointments to the 100 main executive or senior manager posts were at parity in 2019.**

KEY FIGURES

2

billion euros

of additional bank loans have been allocated by French Retail Banking to finance the projects of women entrepreneurs.

87

Points out of 100

The Group's average score in terms of the equal-pay index (for all entities with more than 250 employees), significantly higher than the 75/100 score required by law.

1

Woman

At least must be on a speaker panel when there are more than 3 people and when members of BNP Paribas' Executive Committee are taking part. #JamaisSansElles

QUOTES



For 15 years we have taken tangible actions to support equality of rights and opportunities between women and men. We do this internally, as an inclusive workplace, and externally, as a bank supporting financial independence through education, access to banking services, and entrepreneurship.”

Jean-Laurent Bonnafé, December 2019



“Nothing should be taken for granted when it comes to gender equality and we need to continue our progress; half of our employees identified as emerging talent are women. We have to provide them with the support they need for their careers.”

Caroline Courtin, Integrated Report 2018

FOCUS...

... The Group's action to fight sexism and sexual harassment

Sexism and sexual harassment are taken very seriously at BNP Paribas, where all forms of harassment are strongly condemned. The Group is continuing to strengthen its policy and its actions against harassment. The Group has put in place a system to raise employee awareness and accountability to encourage prevention and reporting, and to take the necessary measures in the event of such occurrences.

SOURCES



Internal sources


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