

# Diversity: What is our LGBT+ policy?

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## KEY MESSAGES

**For more than 15 years, the BNP Paribas Group has been committed to implementing an ambitious policy to promote diversity and prevent discrimination.** The participation of all talent in the success of our company, regardless of age, gender, origin, disability, sexual orientation and/or gender identity is a guarantee of economic success and is required to meet the many challenges presented by society.

- Fostering a motivating work environment where everyone is treated with fairness and respect is a strength we wish to cultivate.
- All our employees must benefit from such an environment, regardless of their sexual orientation and/or gender identity. Homophobia and transphobia have no place at BNP Paribas.
- Overall, this policy, which is firmly geared towards the promotion of equal opportunities and inclusion, is applied in all countries where the Group operates.
- On a day-to-day basis, the Group's diversity policy comes to life through the implementation of multiple measures within the framework of company agreements.
- Diversity training is widely deployed, particularly among managers (i.e., 'Managing Diversity'), to combat stereotypes.
- The Group's Diversity and Inclusion Department has also established a global network of Diversity correspondents, which makes it possible to coordinate all actions carried out at the international level, while adapting them to local requirements. To date, we have around forty correspondents around the world.
- Within the Group, the Pride network was created in 2009, mainly comprising LGBT+ employees and allies. The network was first created in the US, and there are now 12 around the world, with more than 3,000 members.
- In France, it was launched in 2015 and now has 1,200 members. Our employees can find answers or support through this network.
- Highlights in the implementation of the diversity policy also include:
  - ✓ Signature of "L'Autre Cercle" LGBT+ charter in 2015 (the first French bank to sign);
  - ✓ Organising numerous events for Diversity Week or Parenthood Week.

## QUOTES



"By signing "L'Autre Cercle" LGBT+ Commitment Charter in 2015, we demonstrated our commitment to ensuring a non-discriminatory, motivating work environment where everyone is treated with fairness and respect... Since that date, we have continued to encourage initiatives that enable all our employees to feel integrated, regardless of their culture, religion, sexual orientation and/or gender identity."

**Jean-Laurent BONNAFÉ, LinkedIn, October 2019**



*Beyond compliance with the law, which prohibits all discrimination, we want our employees to feel psychological and physical security. More than just security, they need to find themselves well at work, otherwise they cannot be successful and do not stay with the company. The company also has a more comprehensive social responsibility."*

**Caroline COURTIN, Têtu, February 2019**



*"There are a number of employees who still use some of their energy at work maintaining the secrecy around their sexual orientation because they are afraid of the consequences. Our aim is for them to feel free to talk about it, and at any rate, to have no fear should it be known. Our company is determined that no discrimination be made on the grounds of sexual orientation and/or gender identity. We work tirelessly to promote a benevolent and respectful work environment."*

**Yves MARTRECHAR, LinkedIn, October 2019**

# KEY FIGURES

## + 200

**BNP Paribas employees**

took part in the 10th Gay Games, held for the first time in Paris in August 2018. They won 24 medals, including 9 golds;

## 10,000

**threats of a boycott**

received by BNP Paribas did not prevent the signature of the LGBT+ Commitment Charter from L'Autre Cercle association.

## 5<sup>e</sup>

This is Jean-Laurent Bonnafé's OUTstanding ranking with the Financial Times in 2017 and 2018. He is the only French manager to appear in this ranking.

## FOCUS ON ...



### Did you say discrimination ?

In 2016, BNP Paribas was found guilty of homophobic discrimination against one of its former employees. The event took place between 2009 and 2012. "We have learned from this outcome, and continue in our efforts. This case actually motivates us to reinforce our commitment. For a company that does so much for the LGBT+ cause, this was a difficult thing to see, but what is the most important is that it helps strengthen our commitment to ensuring a benevolent and respectful environment for our employees."

## SOURCES



### Sources Group

1. Post LinkedIn de JL Bonnafé : <https://www.linkedin.com/showcase/bnp-paribas-pride/>
2. BNP Paribas corporate site : <https://group.bnpparibas/tempsforts/diversite-inclusion>

### External sources externes

1. Article Têtu : <https://tetu.com/2019/06/19/bnp-paribas-lgbt-ressources-humaines/>
2. Article Têtu (2) : <https://tetu.com/2017/10/27/france-manque-de-dirigeants-lgbt-ca-na-rien-detonant/>
3. Article La Tribune : <https://www.latribune.fr/entreprises-finance/sur-ce-sujet-comme-sur-d-autres-je-mise-sur-le-bon-sens-et-la-bienveillance-jean-laurent-bonnafé-dg-de-bnp-paribas-817607.html>

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# BNP PARIBAS

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d'un monde  
qui change