



DIVERSITY AND INCLUSION

Within Societe Generale group, diversity and inclusion are not only the result of legal obligations, but also a strategic challenge that enables the Group to be a leading player among European banks, firmly committed to positively transforming the world.

Our conviction is to be a company where employees feel comfortable as they are, reflecting the diversity of the clients we serve and the society in which we operate. The diversity of profiles is the strength of our company as well as a competitive advantage. Our ability to mix our differences, to listen to each other and to challenge each other drives creativity, performance, responsibility and attractiveness.

Societe Generale wishes to enable each employee to work in the best conditions to express his full potential, and to encourage everyone to recognise his potential. This ambition is also reflected in the Group's values as set out in our Code of Conduct, so that all employees can take ownership of it. It is then implemented locally, taking into account cultural contexts but without distorting their spirit.

Because diversity and inclusion are issues priority for the Group, sponsorship is promoted to the highest level by Executive Management.

OUR AMBITION

Through this policy, Societe Generale expresses its desire to recognise and promote all talents, regardless of their beliefs, age, disability, parental status, ethnic origin, nationality, sexual or gender identity, sexual orientation, membership of a political, religious, trade union or minority organisation, or any other characteristic that could be subject to discrimination.

Creating the conditions for an inclusive organisation that offers equitable treatment requires both short-term action (sharing of best practices in particular) and medium- to long-term action (actions on behaviours related to diversity or to prejudices or stereotypes as well as processes), taking into account the local environments, regulations and cultures of our organisations.

Fighting against all forms of discrimination

Societe Generale is committed to ensuring the neutrality of its Human Resources management processes, including recruitment, promotions, mobility, termination of contracts, leave, compensation and benefits, training and any other support measures for employees.

More specifically:

- we recruit our employees only according to our needs and the specific skills of each candidate;
- we ensure the development of their professional skills and responsibilities without discrimination of any kind;
- we reward our employees fairly throughout their careers, based on their performance and behaviour.

It is the responsibility of our managers and HR actors to respect these principles in every decision affecting the career of an employee or candidate anywhere in the world.

Communicate, raise awareness and train

Societe Generale undertakes to:

- ensure compliance with the Code of Conduct and the Group's values, which include explicit expectations in terms of promoting diversity;
- raise awareness to combat prejudice and stereotypes;
- provide e-learning training to help managers manage diversity and take advantage of it;
- make all signed agreements and charters accessible.

Create an inclusive work environment and management

Each employee is responsible for contributing to the maintenance of a professional working environment in which everyone feels respected and accepted as they are. Various initiatives are carried out locally in our entities, according to the challenges and regulations of the various countries. Some of them are the subject of a communication. Societe Generale is committed to guaranteeing the health, safety and well-being of all employees, and in particular to implementing the necessary measures to keep employees with disabilities or who become disabled during their careers with Societe Generale in employment.

In addition, each employee is invited to:

- contribute responsibly to ensuring that the work environment respects the dignity of each individual and welcomes differences;
- behave with integrity, courtesy and respect towards colleagues and partners;
- adopt an open attitude in working with colleagues and partners.

Bringing our ambition of diversity and inclusion to the level of the group's governance

Societe Generale undertakes to:

- establish governance that promotes diversity at the highest level within the company;
- monitor diversity indicators, which are presented annually to the Board of Directors;
- measure and report on progress towards diversity and the fight against all forms of discrimination.

OUR INTERNATIONAL AGREEMENTS

In addition to the initiatives taken locally by the teams, the Group reflects its desire to encourage diversity through different types of global agreements, such as:

- Renewal in 2019 of the worldwide agreement on fundamental rights, with UNI Global Union,
- Signature in 2016 of the Women's Empowerment Principles,
- Signature in 2016 of the ILO Global Business & Disability Network Charter,
- Support in 2018 to the UN in the fight against LGBTI discrimination.

The company will make sure this policy is respected by all the employees, all over the world.