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PRESS RELEASE

BNP Paribas signs a new agreement with UNI Global Union and strengthens its shared social framework for all employees worldwide

- **BNP Paribas has signed with UNI Global Union, an international trade-union federation, a new agreement that strengthens the benchmark labour foundation shared by all 183,000 employees of the Group in 63 countries.**

- **New ways of working, technological transformations, diversity and inclusion, combatting discrimination in all its forms, supporting parenthood, and enhancing health and well-being at the workplace – all these issues in the banking sector and society at large are dealt with in this new, four-year agreement.**

- **This new agreement will be implemented at all Group locations, thus enriching the shared social framework and enhancing employee rights in several countries with regards to local regulations.**

Technological transformations and new ways of working

As an extension of the first agreement signed in 2018, this new agreement reflects evolving ways of working. Whenever possible, a fair and sustainable practice of remote working has been defined by common principles that maintain social links and positive dynamics of working groups. Different remote working conditions are possible to reflect and adapt to the Group's various geographical contexts, business lines and activities.

The agreement also takes the transformation of the sector into account, in particular the technological changes, with the intention of supporting Group employees in developing their skills and deploying generational artificial intelligence in a secure and ethical manner.

Professional equality and inclusive working environment

BNP Paribas has chosen to pursue its pro-parenthood policy – a factor in professional equality – in order to promote shared parenting duties and to reflect the various parenthood situations. That's why, on a global scale, in addition to at least 14 weeks of paid maternity leave, the Group is proposing paid paternity leave and paid leave in the case of adoption or surrogacy of at least 6 days.

To ensure that all employees are treated with respect, dignity and fairness, the Group is committed to protecting them from any form of violence, harassment or discrimination in the workplace. With this in mind, a new whistleblowing platform has been set up in 2024 for any situation where employees have been disrespected or discriminated against. The platform allows any employee to confidentially report behaviour that violates the Group's Code of Conduct.

Shared principles have also been established for the impartial, independent and confidential handling of such alerts, and individual and/or collective assistance and follow-up measures have been strengthened.

Through this agreement, BNP Paribas also undertakes to support victims of domestic violence, which is both a factor of inequality in the workplace and an obstacle to professional equality between women and men. The Group will continue its actions, including in-house assistance, counselling, dissemination of initiatives already developed in several countries (emergency housing, partnerships with associations, promoting the Nickel offering, etc.)

Employee health and well-being

The agreement commits the Group to a global three-pronged “We Care” plan for employee health and well-being, including: access to mental health support and counselling (with the goal of raising access to such services from 84% of employees today to 100%); a preventive medical check-up with personalised feedback and advice; and assistance to employees suffering long-term illnesses to prevent isolation, promote continued employment, and offering guidance when returning to work.

This new agreement, which is the fruit of a robust dialogue between Group management and employees, recognises UNI Global Union as one of the stakeholders of the Group’s “We Care” plan and lays out a path for ongoing improvement of vigilance in the HR pillar.

Christy Hoffman, UNI General Secretary said:
“This agreement is a big step forward for trade union rights across BNP Paribas’ global operations and includes new protections for all its workers on key issues including teleworking, AI, gender equality, diversity and inclusion. UNI is now recognized as a partner to BNP Paribas in due its due diligence processes, meaning that workers’ voices will be heard at the heart of decision-making. We look forward to working with BNP Paribas to implement this agreement and continue improving workers’ lives around the world.”

Sofia Merlo, Head of Human Resources of the BNP Paribas Group said:
“Our first agreement in 2018 enabled us to define a shared social framework for all our employees worldwide. The renewal of this agreement signed with UNI Global Union makes concrete and measurable commitments and enables us to strengthen the fundamental rights of our employees, while considering the important changes taking place in our societies. One of our priorities is that, in all our geographies, all our employees are treated with respect and working conditions ensure the physical and mental health of our teams, including in a hybrid working environment.”

About BNP Paribas

BNP Paribas is the European Union's leading bank and key player in international banking. It operates in 63 countries and has nearly 183,000 employees, including more than 145,000 in Europe. The Group has key positions in its three main fields of activity: Commercial, Personal Banking & Services for the Group's commercial & personal banking and several specialised businesses including BNP Paribas Personal Finance and Arval; Investment & Protection Services for savings, investment and protection solutions; and Corporate & Institutional Banking, focused on corporate and institutional clients. Based on its strong diversified and integrated model, the Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realise their projects through solutions spanning financing, investment, savings and protection insurance. In Europe, BNP Paribas has four domestic markets: Belgium, France, Italy and Luxembourg. The Group is rolling out its integrated commercial & personal banking model across several Mediterranean countries, Turkey, and Eastern Europe. As a key player in international banking, the Group has leading platforms and business lines in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific. BNP Paribas has implemented a Corporate Social Responsibility approach in all its activities, enabling it to contribute to the construction of a sustainable future, while ensuring the Group's performance and stability.

Press contact :

Claire Lenormand – claire.lenormand@bnpparibas.com – +33 (0)6 37 90 20 21
Astrid Sancho – astrid.sancho@bnpparibas.com - +33 (0)7 62 52 36 41