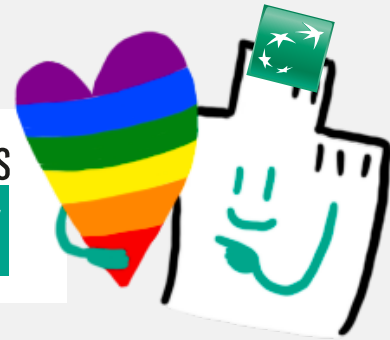


# LGBT+ AUTRE CERCLE X IFOP BAROMETER



## A FEW FIGURES AT BNP PARIBAS

**95%** of BNP Paribas respondents consider the Group **LGBT-friendly**



For **71%** of us, our colleagues are aware of our **sexual orientation** or our **gender identity**



versus **60%** on average

**71%** of BNP Paribas employees know that the Group is a signatory of the **Autre Cercle charter**



**83%** of us are **visible** because BNP Paribas is supportive of expressing **sexual orientation** or **gender identity**.



## TRUE STORIES...

Are you bringing your wife to that customer event on Thursday night?

Why mention my wife when he knows full well that I'm in a civil partnership with a man?

**Homophobia and discrimination don't always mean insults but also extend to indifference, neglect and invisibility.**

At work, Valérie didn't talk to anyone about the birth of her daughter she had with her wife using medically assisted procreation.

**Renuncements:** time-off to welcome the child, supplementary health insurance, assistance from the Works Council for childcare, etc.

**Non-visibility is self-censorship that has psychological and financial repercussions.**

Bernard would have been better off being called Bernadette... He's so effeminate

Dead right... you can tell he's with a guy.

**Generalising about someone's appearance, plays on sexist and homophobic stereotypes. In the company, let's say, NO to "ordinary" homophobia.**

## AUTRE CERCLE COMMITMENT CHARTER

By signing this Charter, we affirm our desire to recognize and promote the diversity of sexual or emotional orientations as well as gender identities and gender expressions.



Signed in 2015 by Jean-Laurent Bonnafé

1<sup>st</sup> bank to have signed it

Signed again in June 2021 by Thierry Laborde

**Raise the awareness of managers** and train them on the issues related to sexual orientation and gender identity

**Adapt employee benefits to the needs of LGBT+ people**

**Create a respectful and caring work environment**

**Support transgender people in their journey of transition within the organization**

**Support the creation or development of internal LGBT+ and allied networks**

**Communicate about our commitment to fostering the inclusion of LGBT+ people inside and outside the organisation**

**Develop partnerships with associations or institutions that strive for equal rights and combat discrimination**

LGBT+ Barometer | L'Autre Cercle

