

BNP PARIBAS AGREEMENT ON FUNDAMENTAL RIGHTS AND GLOBAL SOCIAL FRAMEWORK



BNP PARIBAS

The bank
for a changing
world

FOREWORD

The BNP Paribas Group and UNI Global Union (UNI) hereinafter referred to as “the parties”, operate at an international and global level, which presents new challenges.

The BNP Paribas Group operates in 73 countries (see list of countries in appendix), with more than 200,000 employees as of 31 December 2017, and its international dimension has constantly grown in recent years.

The breakdown by geographic region is as follows:

- 153,709 in Europe
- 20,491 in the Americas
- 16,733 in Asia-Pacific
- 9,918 in Africa
- 516 in the Middle East.

UNI Global Union is a voice for 20 million workers in service sector companies worldwide. Through its 900 affiliated trade unions, UNI represents employees in 150 countries in all of the world’s regions. UNI Finance is the global trade union for the banking and insurance sectors.

The negotiations regarding this agreement and its conclusion are fully in line with the **BNP Paribas 2020 Engagement Manifesto**: “At the heart of BNP Paribas’ commitment, there is a real ambition and key imperative to corporate social responsibility, ethics, diversity and inclusion, and promoting human rights in the countries where we do business, whilst respecting local legislation and cultures.”

This strategy is also in line with UNI Global Union’s *Breaking Through* strategic plan.

In light of this, the parties wish to strengthen their mutual dialogue on human rights and fundamental labour rights, particularly regarding the right to freedom of association and collective bargaining, to ensure sustainable and continued growth of the BNP Paribas Group’s business and the development of satisfactory working conditions for employees.

In addition, through this agreement, the parties also wish to implement measures to benefit

all employees, thus creating a social floor for all BNP Paribas Group employees.

Furthermore, through this agreement, the BNP Paribas Group is strengthening its social commitments as part of the international ‘Global Deal’ initiative to which France is a signatory. This initiative, launched in September 2016, is intended to promote a fairer kind of globalisation by combating inequality and unfair working conditions and encouraging social dialogue, with support from trade unions and international bodies such as the ILO and the OECD, as well as from major industry groups.

The Global Deal is designed to combine business performance with the development of human rights, a conviction shared by the parties.

This agreement is also built on a strong tradition of social dialogue at the European level, in particular via the Group’s European Works Council, which resulted in the signing of three European agreements that form part of the Group’s European social charter, covering the essential topics of employment, gender equality and stress prevention.

In this light, the parties agree to set up a shared global social floor through social dialogue, with concrete and measurable commitments, focused on the following themes:

- **Human rights, social dialogue and trade union rights**
- **Social and environmental responsibility**
- **Employment management and change management**
- **Gender equality in the workplace**
- **Promoting diversity and inclusion**
- **Preventing and combating psychological and sexual harassment**
- **Health and quality of life at work**

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I • HUMAN RIGHTS, SOCIAL DIALOGUE AND TRADE UNION RIGHTS

A commitment included in the Group's strategy

Through this agreement, the BNP Paribas Group reiterates its compliance with internationally recognised human rights standards and its promotion of these rights, and reiterates its support for the United Nations Guiding Principles on Business and Human Rights in accordance with the 'Protect, Respect and Remedy' framework. It is also recalled that the BNP Paribas Group has chosen to follow the recommendations of the United Nations Guiding Principles Reporting Framework, launched in February 2015.

In its Code of Conduct, the BNP Paribas Group has committed to upholding respect for human rights within its sphere of influence and to treating all employees with dignity.

A commitment at the highest level

BNP Paribas is committed to complying with a number of principles and standards that constitute the foundations of its business:

- the United Nations Sustainable Development Goals;
- the 10 principles of the United Nations Global Compact;
- the United Nations Guiding Principles on Business and Human Rights;
- the OECD Guiding Principles for Multinational Enterprises, which are accepted internationally;
- internationally accepted human rights standards as defined in the International Bill of Human Rights;
- fundamental labour standards as defined by the International Labour Organization;
- the BNP Paribas Group Code of Conduct;
- the BNP Paribas human rights declaration;
- BNP Paribas' supplier CSR charter

In particular, the BNP Paribas Group reiterates its commitment to comply with the International Labour Organization (ILO)'s Declaration and highlights the importance of the fundamental conventions¹ on the fundamental principles and rights at work, including freedom of association.

The BNP Paribas Group reaffirms its compliance with the OECD Guiding Principles for Multinational Enterprises and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as its undertaking to comply with all laws on employment, collective agreements, and health and safety regulations at the national level, as well as all internationally recognised human rights and applicable laws on all markets in which the BNP Paribas Group is active.

The BNP Paribas Group undertakes not to discriminate in any way in labour relations and, in particular, recruits men and women based on their specific skills, treating each person with dignity and without discrimination based on age, social background, family status, gender, sexual orientation, disability, political, trade union or religious views, or real or supposed membership or non-membership of an ethnic group or nation.

It is recalled that the Group's General Management signed the BNP Paribas Declaration on Human Rights in 2012, committing to ensuring that human rights are respected within its sphere of influence, which includes employees, suppliers, customers and communities.

Human rights training

Employee training is a key aspect of the human rights-related risk management process. An online awareness-raising module, 'Understanding and incorporating human rights within the company' has been rolled out as a result. This module is mandatory for employees who, in the course of their work, may be required to identify potential risks of human rights violations (CSR, Risks, Purchasing, Sales Managers...).

In addition to this priority target group, for whom it is mandatory, the BNP Paribas Group reaffirms its commitment to making this e-learning training course accessible to all BNP Paribas Group employees.

Strengthening management of human rights-related risks (see article on duty of care)

Freedom of association, effective recognition of the right to collective bargaining and trade union rights

In compliance with the ILO's commitments in its Declaration on Fundamental Principles and Rights at Work, the BNP Paribas Group undertakes to guarantee freedom of association, provided that the chosen association complies with local legislation.

Moreover, in accordance with the ILO's commitments, the BNP Paribas Group undertakes to respect the fundamental right to collective bargaining, which constitutes an essential means by which employers and their organisations as well as trade unions can establish fair wages and working conditions. Collective bargaining promotes constructive working relationships.

Finally, the BNP Paribas Group commits to uphold the principle that no employee may be intimidated, harassed or punished for exercising his or her rights related to freedom of association or collective bargaining.

In order to allow employees to exercise their freedom of association, in particular the right of all employees to organise and to be members of a trade union of their choice, BNP Paribas will take the necessary measures to ensure that:

- BNP Paribas managers in all countries respect the rights to freedom of association and do not oppose the process of joining a trade union or exercising of rights as the member of a trade union;
- The right to freely choose a trade union is supported and communicated to employees by BNP Paribas through this agreement;
- There are no obstacles to trade union representation or recognition. A trade union will be recognised using the applicable legal procedures provided the trade union meets the legal requirements for recognition under the applicable law;
- As soon as collective bargaining is initiated, BNP Paribas managers enter into this negotiation in good faith and seek, as far as possible, to reach an agreement with the employee representatives, as stated in each country's national law.

1 | *The ILO's fundamental conventions are:*

- *Convention no. 87 on freedom of association and protection of the right to organise, 1948*
- *Convention no. 98 on the right to organise and collective bargaining, 1949*
- *Convention no. 29 on forced labour, 1930*
- *Convention no. 105 on the abolition of forced labour, 1957*

- *Convention no. 138 on minimum age, 1973*
- *Convention no. 182 on the worst forms of child labour, 1999*
- *Convention no. 100 on equal remuneration, 1951*
- *Convention no. 111 on discrimination (employment and occupation), 1958*

II • CORPORATE SOCIAL RESPONSIBILITY

Initiated and supported by the Group's management, the Corporate Social Responsibility policy is a strategic focus for BNP Paribas and is reflected in the will at the highest levels of the company to combine performance, responsibility, ethics and transparency.

As a result, CSR targets are included in the Group's Development Plan and a Company Engagement department was created in 2017 in line with the Group's 2020 strategy.

Represented on the Group Executive Committee, this new department is tasked with

- strengthening CSR practices and diversity as well as bringing together all corporate drivers to address major social issues;
- identifying and implementing commitments in the fields of economic development, the environment and the energy transition, social inclusion and regional development, diversity and the promotion of human rights.

As part of this agreement, within corporate social responsibility, the application of the French duty of care law as well as the corporate volunteering policy are given particular attention.

2.1 Duty of care law

The French law of 27 March 2017 on the duty of care of parent companies and ordering companies applies to the Group as a whole, and requires the creation and implementation of a vigilance plan to identify and prevent risks of serious violations of human rights and fundamental freedoms, damage to the health and safety of persons, and environmental harm.

During the drafting of its vigilance plan, BNP Paribas carried out a review of its policies and assessment tools, in keeping with its commitments, and has mapped existing risks on a scope

in accordance with the text of the law. This scope includes employees, suppliers and sub-contractors as well as the main business lines in the Group.

On this basis, priority actions will be determined in order to complement or establish the appropriate procedures and tools to detect and prevent risks.

Progress made on measures linked to the Group's vigilance procedures will be presented annually to the Group Supervisory and Control Committee.

It is also noted that General Management made environmental commitments in 2011 and human rights commitments in 2012 with its human rights declaration.

In 2016, the Group's management reiterated its strong commitment to human rights and environmental protection by publishing its Code of Conduct, which applies to all Group employees worldwide.

In addition, it should be noted that the whistle-blowing right available within the Group is designed to allow any BNP Paribas employee to report a proven violation – or a suspicion of such a violation – of the Code of Conduct, a Group policy or procedure, or a regulation, not only to their line management but also to the compliance department of their entity, or at a higher level. This right is based on strict confidentiality and dedicated communications channels. All employees have whistle-blowing rights, and they will not be punished, sacked or subject to any discriminatory measures simply for having used this system in good faith.

BNP Paribas is constantly striving to improve its vigilance mechanism. As such, the Group will supplement its tools for identifying, controlling and managing identified risks whenever necessary and will report on this annually in its Reference Document.

In addition, in accordance with the regulation, the report on the effective implementation of this vigilance plan will be published in the management report for the financial year ending 31 December 2018.

2.2 Sponsorship policy

The BNP Paribas Group strives to combine performance with corporate responsibility in a tangible way, not only in the day-to-day carrying out of its business but also through sponsorship measures, in which an increasing number of employees are involved worldwide.

The sponsorship policy in place within the Group is structured and unifying, both globally and locally, and respects the measures put in place by the teams in the countries where the Group is present. The BNP Paribas Foundation coordinates this commitment based on three scopes of action: solidarity, culture and the environment.

BNP Paribas's sponsorship takes form through a significant number of measures to promote social inclusion, education, equal opportunities and social entrepreneurship, both in France and worldwide.

Corporate volunteering in particular consists of making volunteer employees available from time to time to work free of charge on projects that are in the general interest. These employees continue to be paid for their working hours.

As part of this agreement, a target of boosting programmes of corporate volunteering and/or solidarity hours as well as pro-bono work has been set, either during working hours or outside of working hours with compensatory leave, on a voluntary basis and subject to compatibility with work requirements.

As such, the target for 2020 is to reach, at Group level worldwide, a total volume of 1 million solidarity hours, equivalent to a little more than half a day of volunteering per employee per year, fully paid.

III • EMPLOYMENT MANAGEMENT AND CHANGE MANAGEMENT

3.1 Employment and skills management

In the event of plans for major organisational change with significant consequences on jobs, BNP Paribas Group companies will give priority to voluntary-based solutions, such as managing natural staff departures (for example, not renewing fixed-term contracts, reducing the use of temporary staff, taking foreseeable turnover into account, etc.) and promoting internal mobility.

In addition to the potential impacts in terms of numbers of jobs, in whichever direction, efforts must be focused across all Group business lines on drivers that will encourage the development of the new skills that are required, improvements to the management culture, and the maximum possible foresight.

The banking sector is operating against a general backdrop of major change, primarily due to the following factors:

- increasing regulatory pressure;
- growing customer expectations;
- increasingly digital processes and faster growth in digital offerings.

These changes, included in the Group's strategy and its 2020 plan, mean that a major qualitative change is needed within the Group through improved cross-department links, digitalisation, agility, redefined customer experiences, data management and protection, IT convergence, and links with Fintech firms.

HR elements of this major qualitative aspect and its impacts on changes to business lines and skills are dealt with in the 2020 HR strategy and the employment policy, with priority given to predictive management of jobs and skills and to supporting employees through future changes, making BNP Paribas an even more responsible employer.

The main focuses of the 2020 HR strategy help to achieve this ambition in the following ways:

- having better knowledge of employees and being able to offer them more personalised HR suggestions by improving databases of behavioural and technical skills and employee data, while continuing to be exemplary in the field of personal data protection. To achieve this, the global app 'About me' is currently being rolled out within the Group;
- improving the Group's forecasting of its needs in terms of skills and analysis of these needs against existing profiles and skills, with the aim of adapting and creating the necessary training/development programmes, and supporting employees by giving them the necessary skills for future requirements;
- simplifying the process of managing employment mobility;
- creating a culture of ongoing feedback from managers to employees regarding their conduct in their position and performance in order to foster a spirit of independence and trust and more generally to achieve a positive management style. Specific training on ongoing feedback has been – or will shortly be – made available to all entity managers;
- encouraging the acquisition of new skills via the development of internal or external partnerships.

3.2 Anticipating organisational changes, taking their impacts into account, and performing change management

For BNP Paribas Group companies, anticipating change and constantly adapting to their economic, regulatory and competitive landscape, to new technologies and to customer satisfaction is a key factor in their economic performance, and as such, is the biggest driver in employees' development and in safeguarding their jobs.

Nonetheless, transformation and major restructuring of organisations and/or skills can, as a result of the changes they entail, be a source of concern for affected employees, and thus may give rise to workplace stress.

With this in mind, in compliance with the regulations in force, each local Management team is asked to regularly inform employee representatives via discussion bodies or forums in place locally, or, if these do not exist, to inform the staff of:

- the Group's strategy, its impact on the national strategy or the entity's strategy, and the adaptations made necessary as a result of the specific environment;

- the challenges and details of projects involving major organisational changes;
- the potential and foreseeable consequences on employment in a given local area;
- the foreseeable impacts on employees affected by these plans in terms of working conditions and risk prevention;
- the measures put in place to support employees affected by these plans and the planned actions to manage these changes both at the organisational level and in terms of human resources management.

Similarly, each local Management team is asked to involve employees ahead of restructuring plans in order to assess their impact in terms of quality of life at work and to allow employees to assert their right to freedom of expression.

IV • GENDER EQUALITY IN THE WORKPLACE

Taken from the European agreement on gender equality in the workplace signed in September 2014, the following provisions must, as part of the current agreement, be applied by all business lines in all BNP Paribas Group establishments:

- during recruitment;
- during training;
- for promotions and career development.

4.1 Recruitment

Job postings

BNP Paribas Group companies are called upon to ensure that no discriminatory criteria are included in job postings, whether internal or external. Group companies will therefore take care to ensure that the titles and terms used are chosen to allow applications from both men and women, without distinction. These principles will apply to all types of contract, including permanent contracts, fixed-term contracts, internships, work-study contracts, etc.

Application selection process

Positions at BNP Paribas Group companies are open equally to men and women, and as a result, the same recruitment process is used with the same selection criteria being applied. Recruitment criteria are based on skills, qualifications and experience.

In particular, a woman's pregnancy (actual or supposed) must not be taken into account or used as a reason not to recruit her.

Diversity of applications and recruitment

The BNP Paribas Group strives to achieve the necessary balance in its recruitment of men and women. During the recruitment process, the proportion of men and women among the chosen candidates should, given equivalent skills, experience and profiles, tend to match the proportion of men and women in the pool of applicants or should help to improve diversity in the business line in question.

Equal pay when hiring

The compensation offered to newly hired employees is based on their level of education, experience and type of responsibility; in no case is the gender of the recruited employee taken into account.

4.2 Training

Equal access to training for men and women

The BNP Paribas Group encourages equal access to training for men and women to ensure equal opportunities to develop their skills.

As such, BNP Paribas Group companies will be attentive to ensuring that training activities are properly balanced between men and women. If, within an entity or a country, the training figures reveal a significant difference between male and female attendees (given their relative proportions of all employees), companies will be asked to analyse the situation and, where necessary, ensure that corrective measures are taken by the relevant managers.

Specific training

Effective implementation of gender equality in the workplace requires work to be carried out on collective perceptions and the stereotypes they create. As such, awareness-raising and training are both essential components of successfully managing gender equality within the company.

To achieve this, it is recommended that the following measures be implemented wherever they will help to adopt and implement this process:

- appropriate awareness-raising measures targeted at managers and all staff;
- training modules targeted at employees in charge of recruitment and managing human resources.

Moreover, special attention should be paid to such training given to employees who are taking up management responsibilities for the first time.

Facilitating access to training

To encourage both male and female employees to take part in training activities and seminars, the recommendations given below should be followed:

- ensure that training is, as far as possible and particularly when it relates to the requirements of the position, provided within working hours. Similarly, departments should not provide training on non-working days. If organisational reasons (particularly in the event that participants have different rest days) mean that this principle cannot be followed, the affected employees must be given a day off in lieu;

- continue to develop distance learning at employees' workstations or at a dedicated workstation (e-learning); for certain training programmes, this can help to overcome employees' individual constraints;
- for training activities of equal training quality, minimise the amount of travel required.

4.3 Promotion and career development

Identifying in-house potential

The BNP Paribas Group aims to offer men and women the same career path and development opportunities; they must be able to access all positions across all levels of responsibility, including the highest positions. As such, women's access to high-responsibility positions is governed by the same criteria as for men. These criteria must not be discriminatory.

Criteria to identify in-house potential and to carry out professional assessment and career guidance are identical for men and women. They are founded exclusively on recognition of skills, experience, performance and professional qualities.

V • PROMOTING DIVERSITY AND INCLUSION

5.1 Measures to promote diversity and reject all forms of discrimination

BNP Paribas' Diversity policy is based on the key principle of valuing each individual and respecting differences through both global and local measures to promote diversity and inclusion.

To this end, the Diversity and Inclusion policy includes three focuses implemented in all the Group's entities:

- gender equality in the workplace;
- internationalisation and multiculturalism;
- inclusion of people with disabilities.

Gender equality in the workplace is covered by specific provisions included in this agreement (see Title 4) in addition to a number of collective agreements on gender equality made in the Group both at national and European levels.

In terms of internationalisation and multiculturalism, the negotiated arrangements in place prior to this agreement at the global level, as well as implementing the agreed provisions in accordance with business lines'/countries' practices and legislations, while setting an ambitious shared goal, fall within the scope of this focus.

Inclusion of people with disabilities is covered by specific provisions included in the next chapter of this agreement.

The main aim of these three focuses is to maintain a strong commitment to diversity and inclusion at all levels of the company, ensuring that employees and future recruits enjoy a respectful working environment that values every individual's differences.

In addition, to ensure respect for and recognition of differences, it is crucial to promote a working environment in which all employees are treated with respect and dignity and are not subject to discrimination.

Discrimination in all its forms is as such explicitly rejected in the BNP Paribas Code of Conduct; cf. the following extract from the chapter on respect for colleagues.

“ In order to respect others, employees shall not discriminate against any person within the Group. Employees must:

- promote fair treatment of candidates in the recruitment process, always base judgement on objectively assessed competencies and skills, ensure equal opportunities and define reward conditions in a fair and equitable way;
- reject all forms of discrimination, bullying or harassment against other employees, customers or any person with a relationship to the BNP Paribas Group based on factors such as race, colour, creed, religion, nationality, ethnic origin, age, gender, sexual orientation, marital status, disability or political opinion.”

5.2 Measures supporting employees with disabilities

On 29 June 2016, BNP Paribas signed the International Labour Organization (ILO)'s Global Business and Disability Network Charter in order to promote and include people with disabilities in the workplace by seeking out the best talent in a varied and inclusive environment.

Given this, all Group business lines/countries must, within their own entity, implement at least one of the Charter's 10 commitments regarding employees with disabilities in one of the areas of the charter included in appendix 1, covering topics including employment, equal treatment, accessibility and confidentiality.

VI • PREVENTING AND COMBATING PSYCHOLOGICAL AND SEXUAL HARASSMENT

The BNP Paribas Group's commitment to offering a working environment in which all employees are treated with respect and dignity is also included in the BNP Paribas Group Code of Conduct, which guides the actions of all employees and gives direction to decision-making at all levels of the company.

As part of this commitment, preventing and combating all forms of psychological and sexual harassment (see definitions below) is essential.

- Psychological harassment takes the form of repeated actions towards an employee that are designed to or have the effect of negatively impacting their working conditions in such a way that is likely to violate their rights and dignity, harm their physical or mental health, or compromise their professional future.
- Sexual harassment is defined as any behaviour of a sexual nature that affects the dignity of men and women, is seen by the victim as unwanted, unacceptable, inappropriate and offensive, and creates an intimidating, hostile, unstable or offensive working environment.

It is recalled that according to the ILO, sexual harassment constitutes a form of discrimination under ILO convention 111 concerning discrimination in respect of employment and occupation, and that this convention is one of the institution's fundamental conventions. It states that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.

BNP Paribas and UNI agree that preventing sexual harassment in the workplace is an essential prerequisite for ensuring that these commitments are met.

In order to improve the prevention and combating of psychological and sexual harassment, a worldwide procedure governing this topic has just been published and will be implemented in compliance with the commitments set out in the BNP Paribas Code of Conduct and local law.

If certain provisions within the commitments included in this procedure appear to be more favourable than the provisions set out in local law, they must still be applied as long as they do not prevent compliance with local law.

When harassment is identified, in addition to implementing appropriate measures designed to bring an immediate end to the situation, the victim will be given support, including the appropriate medical, psychological, social, managerial and HR support, if this has not already been provided.

In cases of sexual harassment, victims will also, should they wish, be offered contact details for third parties (lawyers, specialist law firms, charities, etc.) that are able to help them make decisions and instigate measures to pursue their case with the local judicial authorities.

VII • HEALTH AND QUALITY OF LIFE AT WORK

The BNP Paribas Group's social responsibility is reflected in particular in its ability to provide its employees with a secure environment that protects their health and their work-life balance and supports their long-term relationship with the company.

In this context, the parties have chosen to make the following undertakings in the fields of health and quality of life at work:

Maternity leave

A minimum of 14 weeks of paid maternity leave, including both the antenatal and postnatal periods, is applied across the entire BNP Paribas Group.

This provision is intended to ensure better protection for pregnant employees' health.

Paternity leave

The parties to this agreement encourage and strongly recommend that paid paternity leave of a minimum of six days is put in place for all BNP Paribas Group business lines/countries. The leave must be taken within a maximum of six months following the baby's birth or adoption.

This provision is designed to facilitate parenting and indirectly contributes to gender equality in the workplace.

Life insurance

All BNP Paribas Group employees are given life insurance coverage, regardless of the cause of their death, excluding exceptions set out in the insurance policy.

Each country/business line determines, in line with its regulatory environment, the level of coverage, the specific conditions in which the coverage applies, and financing arrangements.

Incapacity/disability insurance

All BNP Paribas Group employees are given incapacity/disability coverage, regardless of the cause of the incapacity/disability, excluding exceptions set out in the insurance policy.

Each business line/country determines, in line with its regulatory environment, the level of coverage where applicable, the specific conditions in which the coverage applies, and financing arrangements.

Health insurance

All BNP Paribas Group business lines/countries must implement a healthcare expenses scheme for their entity for all employees, covering all healthcare costs (medication, medical consultations, hospital treatment, etc.).

Each business line/country determines, in line with its regulatory environment, the level of coverage where applicable, the specific conditions in which the coverage applies, and financing arrangements.

Unpaid time off

As part of efforts to promote work-life balance, each Group employee can choose to take unpaid time off (under a customised leave-buying system) up to a maximum of five unpaid days per year for personal reasons, subject to their manager's approval. These days can be broken up into half days.

These unpaid leave days are not cumulative with similar schemes existing within the company, instead constituting a basic minimum foundation.

VIII • UNI GLOBAL UNION'S COMMITMENTS

UNI Global Union will publicly support the BNP Paribas Group as a key stakeholder in the improvement of employment standards and will work with the BNP Paribas Group to constantly improve employment standards within the Group.

UNI Global Union acknowledges that employment conditions will be set in accordance with the legal, social and economic situations in existence in each country.

IX • IMPLEMENTATION AND MONITORING OF THE AGREEMENT

9.1 Scope of implementation of the agreement

The scope of implementation of this agreement covers BNP Paribas Group companies, regardless of their location, that are controlled by BNP Paribas SA as a result of its majority interest in those companies, its holding of the majority of voting rights, or its ability to appoint more than half of the administrative and management bodies.

9.2 Methods of implementation of the agreement

This agreement may be supplemented by each BNP Paribas Group company, particularly in order to meet the specific requirements of a given company, taking into account the procedures or agreements already in place as well as country-specific legislation; however, it is not possible to deviate from this agreement in a way that is less favourable.

If some of the measures set out in this agreement are already in place in a given country or business line, these measures are not cumulative and the content of the more favourable measure will apply in the said business line/country.

All measures set out in this agreement will apply from 31 December 2018 at the latest, unless a different date is given in the relevant article of this agreement.

Any potential seniority rules governing beneficiaries of individual measures are set out at the entity level. Finally, with regard to the methods of implementing the measures included in this agreement, entities are asked to ensure the greatest possible consistency at national level wherever possible.

9.3 Length of the agreement

This agreement is concluded until 1 June 2021 and enters into force on 1 October 2018.

Upon its expiry, it is renewable by tacit renewal for a further period of three years, but may be terminated by either signatory by giving notice at least six months before the end of the three-year period. While it is in force, this agreement may be modified by the means of amendments.

9.4 Translation of the agreement

The signatories agree that the French version of this document is binding. As such, it will serve as a reference in the event of issues of interpretation or of dispute.

This agreement has also been translated into English. For all other BNP Paribas Group countries, each Country Manager or HR Manager will have this agreement translated into the language of the country in question or into the working language that is generally used.

9.5 Communication of the agreement and the agreement monitoring procedure

The parties will pass this agreement on to all of their respective structures and bodies and undertake to implement the agreement in good faith.

This agreement will be passed on to all BNP Paribas Group employees, including online via information posted on the intranet of each company or branch of the BNP Paribas Group by 31 December 2018 at the latest.

The parties agree that a joint monitoring committee, tasked with implementing the agreement, will meet once a year to assess the progress made in terms of this agreement, identify best practices and promote them where appropriate.

The monitoring committee includes representatives from UNI Global Union, and where possible, one trade union representative from each major geographical area (the Americas, Asia-Pacific, Africa and Europe), members of the BNP Paribas European Works Council Secretariat and representatives of the Group Human Resources Department.

Meeting invitations will be sent out by the BNP Paribas Group Human Resources Department 30 days before the meeting is held.

A summary of the past year, covering the implementation of all measures included in this agreement – based on pre-determined indicators linked to the stakes and commitments set out in the agreement, along with respect for fundamental rights and the global social framework – will be given for each country and geographic area by the relevant Human Resources teams.

This summary will be sent to members of the monitoring committee no later than 15 days before the meeting. During preparations for the meeting, the UNI representative may, based on topics and regions that are implementation priorities, ask for certain topics and/or geographical areas to be discussed in more detail during the monitoring committee meeting.

In the event that difficulties arise with the implementation of the agreement, the parties agree to seek a solution at the most local possible level. Specific problems with employees or local conflicts regarding collective bargaining will be dealt with and settled in accordance with local conflict resolution procedures. The decision to move beyond the local procedure is permitted only when the issue is related to a right or a standard established as part of this agreement.

In the event that, despite a solution being sought at the local level, difficulties with the implementation of this agreement persist, UNI Global Union may raise the issue with the BNP Paribas Group Director of Social Relations and Director of Human Resources in order to find a solution. An open and transparent inquiry will then be held without delay. If the issue remains unresolved, it may then be brought before the monitoring committee.

In the event that the parties cannot resolve a conflict regarding the implementation of this agreement after discussions during the meeting of the monitoring committee, it may be submitted, by mutual agreement, to a mediator. The mediator will be chosen by the parties jointly. A request for mediation will not be refused by either of the parties without a valid reason.

The monitoring committee will meet once a year. If justified by events, and following agreement from both parties, it may meet on an exceptional basis in addition to the annual session.

The first meeting will take place in the first half of 2019.

Signed in Paris, on 18 September 2018, in 10 original copies,

Between:

- The BNP Paribas Group, having its registered offices in the 9th arrondissement of Paris, at 16 Boulevard des Italiens, represented by:

Yves MARTRENCAR,
Group Human Resources Manager.

Party of the first part,

And:

- The international trade union federation UNI Global Union, having its registered offices in Nyon, Switzerland, at 8-10 Avenue Reverdil, represented by:

Christy HOFFMAN
UNI General Secretary

Party of the second part,

With the contribution of the BNP Paribas European Works Council:

- **Gabriel DI LETIZIA**, BNP Paribas European Works Council Secretary
- **Silvia ROMANO**, BNP Paribas European Works Council Assistant Secretary
- **Luc BROOS**, BNP Paribas European Works Council member and former BNP Paribas European Works Council Assistant Secretary

APPENDIX

APPENDIX 1: LIST OF COUNTRIES WHERE BNP PARIBAS IS PRESENT (01.01.2018)

Algeria	Hong Kong	Qatar
Argentina	Hungary	Romania
Australia	India	Russia
Austria	Indonesia	Saudi Arabia
Bahrain	Ireland	Senegal
Belgium	Israel	Serbia
Botswana	Italy	Singapore
Brazil	Ivory Coast	Slovakia
Bulgaria	Japan	South Africa
Burkina Faso	Jersey	South Korea
Canada	Kuwait	Spain
Cayman Islands	Luxembourg	Sweden
Chile	Malaysia	Switzerland
China	Mali	Taiwan
Colombia	Mexico	Thailand
Comoros	Monaco	Tunisia
Czech Republic	Morocco	Turkey
Denmark	Namibia	Ukraine
Finland	Netherlands	United Arab Emirates
France	New Zealand	United Kingdom
Gabon	Norway	United States
Germany	Peru	Vietnam
Greece	Philippines	Wallis and Futuna
Guernsey	Poland	
Guinea	Portugal	

APPENDIX 2: THE ILO GLOBAL BUSINESS & DISABILITY NETWORK CHARTER (International Labour Organization)

- 1** Promote and respect the rights of persons with disabilities by raising awareness and combatting stigma and stereotypes faced by persons with disabilities.
- 2** Develop policies and practices that protect persons with disabilities from all types of discrimination.
- 3** Promote equal treatment and equal opportunities for persons with disabilities by providing reasonable accommodation in the recruitment process, on-the-job, apprenticeships, training, job retention, career development and other relevant terms and conditions of employment.
- 4** Progressively make the company premises and communication to staff accessible for all employees with disabilities.
- 5** Undertake appropriate measures to enable current employees who acquire a disability to retain or return to their employment.
- 6** Respect confidentiality of personal information regarding disability.
- 7** Consider the needs of those persons with disabilities who face particular challenges accessing the labour market, including persons with intellectual et psychosocial disabilities.
- 8** Promote employment of persons with disabilities among business partners and other companies and collaborate with national employer and business networks on disability as well as with organizations working to advance the rights of persons with disabilities.
- 9** Review regularly the company disability inclusion policies and practices for their effectiveness.
- 10** Report on company efforts to promote the employment of persons with disabilities to all relevant stakeholders and share information and experiences with the members of the ILO Global Business and Disability Network. The ILO will utilize the company reports and practices in its own communication, wherever relevant.



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