

# AGREEMENT ON THE FUNDAMENTAL RIGHTS AND GLOBAL SOCIAL FLOOR OF THE BNP PARIBAS GROUP



## PARTIES:

**BNP Paribas**, located in 63 countries with over 180,000 employees and **UNI Global UNION**, voice of 20 million workers in service sector companies, in more than 150 countries in all regions of the World.

Have also contributed to this negotiation, the representatives:

- of FECEC,
- of BNP Paribas European Committee,
- and of the two trade union organizations in the Group and in France (CFDT and CFE-CGC).

## INTRODUCTION:

This new agreement follows the first agreement “on Fundamental Rights and Global Social Framework” signed by the parties in 2018 that made it possible for the first time to define and implement concrete and measurable commitments for all the Group’s employees. It is based on the positive practices observed since this initial signature, ensuring that they are taken into account, and comprises new commitments.

It is part of the strategic GTS 2025 (Growth, Technology, Sustainability) plan of the BNP Paribas Group and of the Human Resources plan (“People Strategy for 2025”) that supports it.

It also integrates the Group social and environmental responsibility commitment in the framework of the international “Global Deal” initiative that France adheres to and that UNI has also signed.

## SCOPE OF APPLICATION OF THE AGREEMENT

This agreement shall apply for a period of 4 (four) years starting on December 1<sup>st</sup>, 2024. Some of the dispositives will be deployed progressively.

Its implementation includes **annual joint commission** meeting that will be in charge of monitoring the indicators defined in the agreement on the various commitments made.

## SEVEN MAIN THEMES:

**I | Human rights, trade union rights, social dialogue**

**II | Social and Environmental Responsibility**

**III | Employment and skills management**

**IV | Teleworking in a hybrid working environment**

**V | Respect for Persons, Non-Discrimination**

**VI | Equal opportunity, Diversity and Inclusion**

**VII | Global Social Floor**



Signed on the 4<sup>th</sup> of November, 2024



**BNP PARIBAS**

The bank  
for a changing  
world

## 1 | Human Rights, Trade Union Rights, Social Dialogue

- Support and promotion for internationally recognized human rights.
- Training on human rights accessible to all and mandatory for some job levels.
- A decent wage respecting the dispositives applicable locally and the principles of equal pay between men and women.
- Respect of freedom of membership in association or trade union with a neutral posture from the management.
- Respect of fundamental right of collective negotiation.

## 2 | Social and Environmental Responsibility

- Recognition of UNI Global Union, as one of the “stakeholders” in the Group’s vigilance plan on the HR pillar.
- A single alert system.
- Solidarity programs developed within the Group for employees that wish to engage in favor of the civil society:
  - 1MillionHours2Help
  - Green Company for Employees
  - The Foundation BNP Paribas

## 3 | Employment and Skills Management

- Continuous adaptation of the company to maintain its performance and support its employees in a context of a profound transformation in the banking sector.
- Attention given to the technological transformation consequences in various areas (acceleration of digitalization, extended use of data, robotization and artificial intelligence (AI)) and the deployment of an adapted governance in addition with the setting up of development actions or programs.

## 4 | Teleworking in a Hybrid Working Environment

- A working mode made possible by new technologies, that has to be adapted to the geographical contexts and activities. When teleworking is possible, it takes into account:
  - The teleworking as part of the global “Smart Working” program, that combines four dimensions: the ways we work and teleworking in particular, workspaces, digital tools and people care with the support of managers, teams and employees.
  - The teleworking is deployed as a hybrid working mode, i.e. with a professional activity that is carried out in part through teleworking and in part on site, respecting the following principles: collective team approach, voluntarism, reversibility, minimum presence on the site.
  - A practice of teleworking to accompany over the long term, considering HR stakes.

## 5 | Respect for Persons, Non-Discrimination

- Rigorous norms on conduct and ethics part of the Code of Conduct of the Group.
- Reinforced policy on respect for persons revolving around three main areas:
  - The development of prevention of situations of discrimination and situations that do not respect persons.
  - A framework that is shared by the Group’s entities to collect and manage alerts concerning these situations in an impartial, independent and confidential manner.
  - Reinforcing individual and/or collective accompanying and follow-up measures.

## 6 | Equal Opportunity, Diversity and Inclusion

- A global policy with 5 areas of actions deployed in particular: Professional equality between men and women; Disabilities; Multiculturalism and the diversity of origins; Gender identity and romantic orientation; Age and intergenerational aspects.
- Actions encouraging professional equal treatment during the various steps in the career path.
- Fight against domestic and intra-family violence: member of the 1in3Women network.
- Actions favoring employees with disabilities with at least 3 commitments of the ILO’s Global Business and Disability Network Charter.

## 7 | Global Social Floor

- Reinforcement of the global social floor on the policy defined in 2018 about social protection and parenting policy.
- Enhancement of the social floor by making an evolution from a recommendation to a right on the 6 days paid paternity leave and by creating a 6 days child fostering leave for the employees who don’t benefit from any other type of leave (maternity, paternity, ...).
- The Group commitment in a We Care global program for health and well-being articulated in 3 areas: an health assessment, access to psychologic support and listening system, Support for long-term illness.

