

OUR COMMITMENT TO THE GLOBAL COMPACT

BNP Paribas has been a member of the United Nations Global Compact since March 2003. The group's commitment to the ten social and environmental principles of the Global Compact is part of a wider initiative to encourage sustainable development, which is now adopted as a fundamental principle of BNP Paribas' corporate ethos.

The ten principles of the Global Compact have been integrated into the core values that guide the Group's strategy and influence the operational decisions of the Management.

"Diversity is one of our key strengths and we need to develop it further, to be even better at being *the bank for a changing world* – a bank that supports its clients and employees through the changes and challenges of the 21st century. Our Group welcomes all talented individuals, regardless of origin. The capabilities of each individual should be assessed purely on the basis of contributions made and abilities demonstrated at each stage in their career development. Discriminatory practices would not only be illegal but would also run counter to the basic human right to respect, and could also seriously damage our reputation. Therefore, under no circumstances can they be allowed.

BNP Paribas is a major employer and key banking institution in some highly multicultural regions, particularly in France. Bringing people together from different backgrounds, cultures and nationalities is a source of creativity, innovation and efficiency in our banking and financial services. We will also develop a closer relationship with our clients if the composition of our staff reflects the cultural mix in the community around us. For BNP Paribas, promoting diversity is therefore a matter of both performance and social responsibility and each of us is invited to contribute to advancing this goal in our day-to-day lives."^{*}

Baudouin Prot, *Chief Executive Officer*

^{*}*Excerpt from a letter from the Chief Executive Officer to all employees.*

Our Commitment to the Ten Global Compact Principles

Actions and Communication on Progress

OUR APPROACH TO SUSTAINABLE DEVELOPMENT

HUMAN RIGHTS

1. Support and respect the protection of
Internationally proclaimed human rights

2. Ensure that we are not complicit in human
rights abuse

- The Group's approach to sustainable development is implemented by means of operating procedures throughout the Group's divisions. BNP Paribas comprehensively charts the steps that need to be taken to counter the social and environmental impact of each of its activities.
- Each employee, irrespective of his or her position or location, has a role to play in the Environmental and Social Responsibility of the Group.
- In 2006, BNP Paribas helped fund a group known as EDH (*Entreprises pour les Droits de l'Homme*), which is inspired by the Business Leaders Initiative on Human Rights (BLHIR). It seeks to identify effective means of implementing respect for basic human rights at an operational level within businesses.
- All contracts negotiated by EOG (Operational Efficiency Group) include clauses providing for compliance with International Labour Organisation (ILO) standards or with local employment law principles if these are stricter than the ILO standards.

LABOUR

3. Freedom of association and the effective
recognition of the right to collective bargaining

4. Elimination of all forms of forced and
compulsory labour

5. Effective abolition of child labour

6. Elimination of discrimination in respect of
employment and occupation

- Building constructive employer-employee relations and encouraging dialogue is a priority for BNP Paribas. Social dialogue within BNP Paribas SA was constructive in 2007. The Commission on Employment Law met on 21 occasions in 2007 and 9 company-level agreements were concluded with trade unions.
- BNP Paribas is among the top forty French companies to have signed the Diversity Charter.
- The Group's diversity policy focuses on guaranteeing equal opportunities and the principle of non-discrimination, in particular as regards the recruitment of visible minorities, stepping up recruitment of disabled people and improving the endeavours already in place to help them remain employed and increasing the number of female senior executives.
- By employing local people, BNP Paribas contributes directly to the development of the countries in which it operates and is naturally integrated into the different cultures and communities concerned. Local employees can thus gain access to senior positions, and pursue careers in the Group.

ENVIRONMENT

7. Support a precautionary approach to
environmental challenges

8. Take initiatives to promote greater
environmental responsibility

9. Encourage the development and diffusion of
environmentally friendly technologies

The Group has put in place a set of guidelines on environmental responsibility which form part of the general business principles adopted by employees.

- Supplier selection is a central feature of the Group's environmental policy. All supplier contracts include clauses related to environmental responsibility.
- In 2006, BNP Paribas deployed software dedicated to the Group's environmental reporting. More reliable measurements have given a boost to efforts aimed at conserving energy and raw materials, instituting more selective procurements and optimizing waste management.
- With \$1,235m in financing and eight projects financed in 2007, BNP Paribas is one of the world leaders in the renewable energy sector.

ANTI CORRUPTION

10. Fight against all forms of corruption,
including extortion and bribery

- Thanks to its Compliance function, the Group conducts ongoing controls to prevent money laundering, corruption and terrorism financing.
- This function deploys over 300 officers throughout the world providing training for employees and installing specialized filtering software and drivers.



Global Compact Communication on Progress 2008

CHAPTERS OF THE 2007 ANNUAL REPORT ¹	Sustainable Development Report	Global Compact Principles	Global Reporting Initiative
Chairman's and Chief Executive Officer's statement	p 2		1.1, 1.2, 4.8
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Clearly identified operational challenges	Quantitative and qualitative workforce adaptation	p 105	MA : LA/LA1/LA2
	Recruitment processes that meet the specific needs of each business	P 105-107	MA : LA/LA1/LA2
	Developing the skills of employees and team	p 107-109	MA : LA/LA10-12
	Creating loyalty through a competitive remuneration package	p 110-112	N°1 MA : EC
	Dynamic career and mobility management	p 112-113	MA : LA/LA2
	Promoting diversity in all its forms	p 114-121	N°1, N°6 MA : LA/LA 13-14; MA :HR/HR 3-4; MA: EC/EC 7
	Protecting employee health	p 122-123	N°1 MA : LA/LA 7- 9
	High quality employer-employee relations	p 124	N°1/N°3 MA : LA/LA 4; MA HR/HR 5
	Deploying a global change management system	p 125-126	4.14-4.17
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¹ <http://www.bnpparibas.com/en/sustainable-development/pdf/RSE+GB+07.pdf>

A closely-attuned relationship	p 127-132	N°9	MA : EC/EC1/EC2; MA EN/EN6; MA : SO/SO1, MA : PR/PR1/PR3/PR5
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Means of action	p 112-11-7	N°1, N°2, N°8, N°9	4.8; MA : EN/EN6/EN26; MA EC/EC2
A PARTNER IN SOCIETY		p 151-158	
A deepening commitment to microfinance	p 151-153	N°1, N°6	4.8; 4.12-4.17; MA EC/EC8/EC9
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THE BOARD OF DIRECTORS		p 160-162	

MA: Management Approach; EC: Economic; EN: Environment; IP: Product Responsibility; LA: Employment, corporate affairs and labour practices; HR: Human Rights; SO: Society.