OUR ENGAGEMENT TO THE GLOBAL COMPACT

BNP Paribas has been a member of the UN Global Compact since March 2003. The group's engagement to the social and environmental principles of the Global Compact makes part of a wider commitment to Sustainable Development which has become an essential part of BNP Paribas' guidelines.

The ten principles of the Global Compact have been integrated to the core values that guide the Group's strategy and that influence the manager's day to day activities.

The recent conclusions reported by the Intergovernmental Group of Experts on Climate Change (IGECC) in Paris reinforce BNP Paribas' commitment to combating climate change. Having been active for many years in projects to finance renewable energies, BNP Paribas was chosen Best project finance arranger and Most aggressive project finance lender in the renewable energies sector by *Project Finance* magazine. We created in 2006 a Carbon Team to provide trading and financing products to enable our clients to seize the opportunities related to CO2 emission quota mechanism.

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Our Engagement To the Global Compact Principles	Actions and Communication on Progress
OUR APPROACH TO SUSTAINABLE DEVELOPMENT	▪ 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, is an actor of the Environmental and Social Responsibility of the Group.
HUMAN RIGHTS 1. To support and respect the protection of internationally proclaimed human rights 2. Make sure that we are not complicit in human rights abuses	▪ In 2006, BNP Paribas helped fund a grouping known as EDH (*Entreprises pour les Droits de l'Homme*), an initiative inspired by the example of Business Leaders Initiative on Human Rights (BLHIR). It seeks to identify effective ways and means of implementing at an operational level within companies the respect of fundamental human rights. ▪ 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	▪ For BNP Paribas it is a priority to build constructive employer-employee relations, and to encourage dialogue. The Commission on Employment Law met on 32 occasions in 2006 and negotiated the signature of 13 company-level agreements on a variety of subjects. ▪ BNP Paribas is among the first forty French companies to have signed the Diversity Charter. ▪ The priorities of the Group's diversity policy are guaranteeing equal opportunity 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 directly contributes 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. 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 a software dedicated to 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 $ 1,054.2m financing and eight projects financed in 2006, BNP Paribas is one of the world leaders in the renewable energy sector.
ANTI CORRUPTION 10. Business should work against all forms of corruption, including extortion and bribery	▪ BNP Paribas does a permanent control, by its Compliance function, over money laundering, corruption and financing terrorism ▪ Over 300 officers are deployed throughout the World, training for employees and specialized filtering and piloting softwares.

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Clearly identified operational challenges	Quantitative and qualitative workforce adaptation	p 67-69		EC5, INT1, LA1 / LA2 / LA16
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	Developing the skills of employees and team	p 70-72		EC5, HR8, INT1, LA1 / LA2, LA9 / LA17
	Creating loyalty through a competitive remuneration package	p 72-74	N°1	EC5, INT1, SO1 / LA12
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[1] To access our Sustainable Development Report: http://www.bnpparibas.com/en/sustainable-development/pdf/070703_BNPP_RDD_GB2006.pdf

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