



**Global Compact - Good Practices BNP Paribas 2008**  
**Diversity: rising to the challenge of eliminating discrimination**  
**in employment globally and regionally**

BNP Paribas' diversity policy focuses on guaranteeing equal opportunities and the principle of non-discrimination, in particular as regards the recruitment of visible minorities. The principle of non-discrimination has been clearly outlined in BNP Paribas SA's internal rules since 2003. Over 90% of the Group's employees express their wish that this remain a priority area for BNP Paribas.

Other key priorities also include stepping up the recruitment of disabled people and the efforts to keep them in the workforce, increasing the number of female senior executives and fostering diversity in terms of age. The Group has undertaken to maintain the lead it has in the number of female senior executives within the banking sector: at 31 December 2007, BNP Paribas SA had already exceeded the goal of 40% established by the French banks for 2010, with a percentage of 41.4%

In France, training provided to almost 300 career and recruitment managers focused on the analysis of stereotypes, the presentation of BNP Paribas' diversity policy, and legal issues to facilitate the day-to-day management of non-discrimination.

As a concrete manifestation of the importance it places on diversity, BNP Paribas formalised its policy by signing core charters. The Group has also set up a dedicated management structure, takes part in discussions on diversity and makes active commitments through partnerships. BNP Paribas therefore offers significant tools and initiatives to deal with the challenges of diversity, such as the fight against discrimination, gender equality and the integration of disabled people.

### **A Group-wide diversity policy**

In 2004, BNP Paribas signed France's Diversity Charter and demonstrated its active commitment to fighting discrimination and promoting diversity by appointing a Head of Diversity in 2005, a Head of *Projet Handicap* in 2006 and launching *Projet Banlieues*, which addresses issues of employment and social inclusion in France's underprivileged suburbs, also in 2006.

Internal reviews conducted in 2006 and 2007 highlighted the Group's strengths and endeavours in terms of diversity and non-discrimination. Action plans were subsequently developed on the basis of these audits. BNP Paribas' diversity policy is founded on cohesive non-discriminatory procedures shared across the Group. For the period 2007-2010, action plans focus on four key areas and will be updated as developments occur within the Group: ethnic diversity, gender equality, recruitment and integration of disabled persons and age diversity.

The company's social responsibility agenda promotes respect for the diversity of employees and candidates. Several countries in which the Group is present are adopting anti-discriminatory legislation. The Group will continue to expand its recruitment of all talented individuals regardless of their ethnic, religious, cultural, or social origins. Moreover, throughout a career, 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.

BNP Paribas has also signed agreements to promote gender equality and takes regular action to offer both men and women the same career opportunities and to break the glass ceiling.

The four-year agreement in favour of the employment and professional inclusion of disabled people, which came into effect on 1st January 2008, has given the bank the means to develop an action plan which is consistent with its corporate culture and objectives.