



PRESS RELEASE
**BGL BNP Paribas signs the ABBL's
Charter for Diversity**

On 22 March 2012, the BGL BNP Paribas management board and staff representatives signed the Charter for Diversity and Equal Opportunities at Work, drawn up by the Luxembourg Bankers' Association ABBL. The signature of this charter is an additional measure of the bank's continued commitment to being a responsible player with respect to its staff and the environment in which it operates.

BGL BNP Paribas firmly believes that the diversity of its human capital is an essential source of creativity, innovation and appeal. The bank views diversity not just as a key part of its corporate social responsibility but also as a driver for growth; it has therefore made this a key strategic objective, integrating it into corporate culture and its management principles.

Thierry Schuman, member of the Management Board in charge of Human Resources, says: "In order to achieve our ambitions in terms of diversity management, the bank has pioneered a new initiative in Luxembourg by creating a function that is entirely dedicated to this objective. The Diversity Officer is responsible for defining and implementing an ongoing action plan to promote the diversity of the bank's human resources from all angles, prioritising gender (male/female) and age."

As the leading employer in the banking sector in Luxembourg and the first major bank in the market to have been awarded the "Socially Responsible Business" label, BGL BNP Paribas is seeking to lead the way with its actions in order to promote diversity in the company's human capital.

The approach followed by BGL BNP Paribas conforms to the BNP Paribas Group's diversity policy, which has the full support of its General Management.

About BGL BNP Paribas

BGL BNP Paribas (www.bgl.lu) is one of the largest banks in the Grand Duchy of Luxembourg. As a leader on its domestic market, it offers an especially wide range of financial products to individuals, professionals, private banking clients and businesses. BGL BNP Paribas is Luxembourg's number-one provider of banking services to professionals and small- and medium-size companies, and number two in services for individuals. It is also the leader for bancassurance. In 2011 the international magazine *The Banker* named BGL BNP Paribas "Bank of the Year" in Luxembourg.



About BNP Paribas

BNP Paribas (www.bnpparibas.com) has a presence in 80 countries with nearly 200,000 employees, including more than 150,000 in Europe. It ranks highly in its three core activities: Retail Banking, Investment Solutions and Corporate & Investment Banking. In Europe, the Group has four domestic markets (Belgium, France, Italy and Luxembourg) and BNP Paribas Personal Finance is the leader in consumer lending. BNP Paribas is rolling out its integrated retail banking model across Mediterranean basin countries, in Turkey, in Eastern Europe and a large network in the western part of the United States. In its Corporate & Investment Banking and Investment Solutions activities, BNP Paribas also enjoys top positions in Europe, a strong presence in the Americas and solid and fast-growing businesses in Asia. Rated AA- by Standard & Poor's, BNP Paribas is one of the best rated banks in the world.

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