



PRESS RELEASE

The BNP Paribas group in Luxembourg promotes diversity and equal opportunity

An equal opportunity action plan receives government accreditation

The BNP Paribas group in Luxembourg has adopted an action plan to foster equal opportunities at work for women and men, reflecting its determination to promote diversity in human resources. The plan recently received *Actions Positives* accreditation from Luxembourg's Ministry of Equal Opportunities. The group has promised to implement the plan's 34 steps within 24 months, under the Ministry's supervision. The plan will promote equal treatment for women and men, as well as gender equality in decision-making and the work/life balance.

The action plan is an aspect of the strong commitment to diversity made by the BNP Paribas group in Luxembourg. It sets concrete objectives in terms of diversifying talent, promoting gender balance in decision-making bodies and combating discrimination.

BGL BNP Paribas Diversity Officer Fabienne Dasnoy explains, "We are convinced that having diversified teams is of mutual benefit to the company, its staff and customers. Through successful integration and effective collaboration, these teams create possibilities for greater innovation and responsiveness. Government accreditation recognises the quality of our initiatives to favour equal opportunities for women and men and encourages us to pursue our efforts on other aspects of diversity, including age diversity and inter-generational cooperation at all the group's entities in Luxembourg, benefiting more than 4,000 members of staff".

The BNP Paribas group in Luxembourg is the Grand Duchy's second-largest private employer and the leading financial sector employer. As such, it is determined to behave responsibly towards employees. BGL BNP Paribas, the group's Luxembourg banking arm, was the first company in the banking sector to make a formal commitment in this area. In March 2012, together with employee representatives, it co-signed the Charter for Diversity and Equal Opportunities at Work drafted by the Luxembourg Bankers' Association (ABBL).

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.

Press contacts:

Anne Wenandy	+352 42 42-46 14	anne.wenandy@bgl.lu
Eliane Thines	+352 42 42-62 64	eliane.thines@bgl.lu
Valérie Michiels	+352 42 42-65 34	valerie.michiels@bgl.lu

