

# BNP Paribas

Sector  
Diversified Banks

Indices

## Highlights

### Equality & Diversity Performance

1st in sector (93/100)

### Key Related Sector Challenges

Although the ratio of women in banks' total workforce generally is high, this ratio is significantly lowered at top management level. In addition, gender pay disparities for the same positions remains an issue for the sector.

### Gender Balance



## Gender Equality



BNP targets 25% of women as senior managers at executive level by the end of 2014, increasing from 16% in 2009.



A Group Diversity Committee is in place with 28 appointed Diversity Officers. In Europe, several BNP entities have also signed collective agreements on gender equality.



BNP Paribas monitors a range of gender indicators. In France, the company publishes Diversity Reports that measure the effects of actions taken to prevent discrimination and promote diversity.



The share of women in management is set to reach 46% in 2014.

## Best Practices

### ... Creating Female Opportunity & Leadership

- The achievement of its **quantified targets for integrating women at executive level is included as an indicator for variable compensation** for senior managers.
- MixCity Network: this association helps BNP uphold its diversity commitments. The network aims to **reinforce women's visibility** within the workplace through:
  - ✓Arranged meetings with BNP Paribas Managers to help employees enlarge their networks.
  - ✓Regular breakfasts for women with members of Top Management to raise awareness of initiatives and gain support.
  - ✓Awareness Raising and Training Workshops to help the transition from theoretical discussions to concrete actions (Self -Esteem, Networking, Assertiveness etc). Meetings and debates with women and men who are sector leaders are held to share experiences and nurture the development of joint projects.

The Company did not appear to face any visible allegations linked to gender discrimination  
 Data for women in the workforce and management are for the French perimeter only. Other figures are global.