
Vigeo Eiris upgrades BNP Paribas' rating on human rights in the workplace

Vigeo Eiris has upgraded BNP Paribas' rating in three areas of social responsibility (human rights, human capital and governance) following the announcement of the signature of the global agreement on human rights concluded on 18 September 2018 between the French banking group and UNI Global Union (international trade union federation for the Service Sector). BNP Paribas commits to applying worldwide the same standards for the respect of human rights and conditions of work in the labour place. This agreement might signal the recognition of a transnational collective body of workers benefitting from identical rights stemming from a global social dialogue.

BNP Paribas commits to applying this agreement¹ to its 200,000 employees in 73 countries with the aim of *continuously improving working conditions and the quality of life*. The bank commits to complying with international public norms relating to the respect for human rights, particularly with respect to freedom of association and the right to collective bargaining, and to strengthening the training of its employees. Both parties agree on measures to improve employment and strengthen skills to support professional mobility. BNP Paribas and UNI Global Union also agree to reinforce measures dedicated to *the promotion of gender diversity in trades that have traditionally been predominantly male or female*. The agreement covers some other key social responsibility objectives, including the integration of people with disabilities, the prevention and fight against sexual and professional harassment, and the right to 14 weeks maternity leave in all the bank's locations. All employees will benefit from an insurance plan covering disability and death risks. The agreement provides for a volume of one million hours of work paid for the implementation of solidarity actions.

Vigeo Eiris has upgraded BNP Paribas' scores on the following three criteria:

- Increase of 3 points/100 (from 77 to 80/100) on the promotion of social dialogue,
- Increase of 15 points/100 (from 64 to 79/100) on the protection of health and safety,
- Increase of 10 points/100 (from 62 to 72/100) on the respect for freedom of association and the right to collective bargaining,

BNP Paribas' **overall ESG score** moved from 64/100 (December 2016) to 70/100 (September 2018) during last general review of the company.

¹ *BNP Paribas strengthens its social commitment worldwide* - <http://www.bnpparibas.jp/en/2018/09/19/bnp-paribas-strengthens-its-social-commitment-worldwide/>

Fouad Benseddik, Vigeo Eiris Director of Methods states: "This agreement could be a progress forward a globalisation of social dialogue. BNP Paribas commits to give a material content to fundamental human rights in the workplace, particularly in countries where they are not protected. The bank is strengthening our assurance in its willingness and capacity to develop this strategic asset, the cohesion of its human capital."

For more information

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Vigeo Eiris offers a wide range of services:

- ~ **For investors:** decision-making support covering all sustainable and ethical investment approaches (including ratings, databases, sector analyses, portfolio analyses, structured products, indices and more)
- ~ **For companies & organisations:** supporting the integration of ESG criteria into business functions and strategic operations (including sustainable bonds, corporate ratings, CSR evaluations and more).

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