



Diversity

Valuing The Star in Each of Us

"Skill" is the key word throughout your career with us. During a job interview, and later on during your career with us, your skill set what matters to us.

We consider the diversity of our people to be a powerful asset and performance driver so as to be "the bank for a changing world". The diversity of our businesses means a diverse clientele. As a result **we recruit increasingly diverse talent to better target and respond to the needs of our clients.**

BNP Paribas has over 172,300 employees representing 160 different nationalities in over 83 countries around the world. We believe that bringing together the talents of people from different backgrounds inspires creativity, innovation and efficiency, while reflecting the society we live in. Actively promoting diversity also forges strong cohesion among the Group's people.

BNP Paribas' commitment to preventing discrimination and promoting diversity is expressed in an open letter sent to all staff in France in January 2007 by Chief Executive Officer Baudouin Prot.

Our Group is committed to exemplary social responsibility and ethics practices. Non-discrimination is an integral building block in all Group procedures, and the cornerstone for managing diversity, as put forth in our Diversity Policy action plans.

Because diversity is a tremendous source of progress for the company, BNP Paribas pursues active measures to encourage diversity and views this as the responsibility of all employees; we are aware that diversity is not something that can be achieved through rules or procedures. Each and every employee must contribute at all levels to ensure that diversity makes a vibrant contribution to our success. To encourage this, the Group has launched special training programs for our human resources professionals, as well as for managers. As a result, **your differences are valued throughout your career.**

The Diversity roadmap for 2007-2010 lays out positive actions in four priority areas to be implemented in phase with changes to the Group: diversity of origins / internationalisation, gender equality, employment and integration of people with disabilities and age diversity.

Because of local laws, policies concerning the diversity of origins, employment and integration of people with disabilities and age diversity vary quite strongly from country to country. Internationalisation and gender equality policies are more similar. Here are the global guidelines and some examples of concrete actions that the Group has led.

Human resources managers talk to us

“ Bringing together the talents of people from different backgrounds inspires creativity, innovation and efficiency, while reflecting the society we live in. ”

