

Levallois-Perret, 12 September 2017

## PRESS RELEASE

## BNP PARIBAS PERSONAL FINANCE EMBODIES ITS DISABILITY POLICY

*All unique and all together: employees take action to work with due regard to differences, in all forms*



As part of the disability policy implemented by BNP Paribas Personal Finance, the 6,000 French employees from the head office, as well as the customer relations centres in the major French cities, now count the number of steps that they take. The aim is to support the European Leukodystrophies Association <sup>1</sup> (ELA). The principle is to give one euro cent to ELA for each step taken, and to create forums of exchange among employees, persons with disabilities and their families.

In line with the policy that the BNP Paribas Group is implementing to promote the employment of people with disabilities, BNP Paribas Personal Finance has signed a second company-level agreement 2014-2017, that it has undertaken to renew. This agreement is structured around four main pillars: recruitment and insertion, keeping disabled employees in the workforce, collaboration with the protected sector, raising of awareness of all employees. The employment rate of persons with disabilities rose from 2.05% in 2014 to 3.25% in 2016



*"For several years now, the company made a firm commitment to promote diversity and to fight against all forms of discrimination against its employees as well as customers and suppliers. We're all unique and I'm convinced that meeting the company's objectives also involves the respect for differences, whatever they may be, and the acceptance of each person", declares Frédéric Thorat<sup>2</sup>, HR Director of BNP Paribas Personal Finance.*

This action carried out with ELA illustrates the fourth focus of the agreement: raise the awareness of all employees. It follows on from previous events and is a vehicle for communication and

<sup>1</sup> ELA: the European Leukodystrophies Association is made up of parents and patients and was created in 1992. It has been a government-recognised public interest organisation since 1996. Leukodystrophies are orphan diseases that destroy the central nervous system of children and adults. They affect myelin, the white matter that acts as a protective sheath for nerves, in a manner similar to an electric sheath.

<sup>2</sup> Frédéric Thorat, HR Director, surrounded by the members of his team who organised the operation to support ELA.

raising of awareness about all forms of disability, whether visible or less visible. Employees are invited to take part in a round table conference on the theme "Visible or invisible disabilities: what is the reality for the company". The two levers that are essential for establishing an effective Disability policy within the company are freeing the voices of employees and breaking down stereotypes.

## BNP Paribas Personal Finance's disability policy

### Key figures: 2014-2016 trend

- Employment rate of persons with disabilities: from 2.05% to 3.25%.
- Number of employees with disabilities: from 148 to 175.
- Over 90 actions to keep employees with disabilities in employment
- 1 awareness raising action per year
- 1 dedicated Intranet site that presents the Disability programme to all employees.

### Contacts

Valérie Baroux-Jourdain – 01 46 39 15 88 – [valerie.baroux-jourdain@bnpparibas-pf.com](mailto:valerie.baroux-jourdain@bnpparibas-pf.com)

Claude Martin-Franz – 01 46 39 97 93 – [claudio.martin-franz@bnpparibas-pf.com](mailto:claudio.martin-franz@bnpparibas-pf.com)

### About BNP Paribas Personal Finance

BNP Paribas Personal Finance is the leader in France and in Europe for personal loans via its activities in consumer credit, mortgage lending, and operating lease. A 100% subsidiary of the BNP Paribas Group, BNP Paribas Personal Finance has nearly 17,500 employees and operates in more than 30 countries.

Under brands including Cetelem, Findomestic, Cofinoga and AlphaCredit, the company offers a full range of personal credit products at points of sale and car dealerships and directly to consumers through its customer relations centres and Internet. BNP Paribas Personal Finance has added an insurance and savings offer for its clients in Bulgaria, France, Germany, and Italy.

BNP Paribas Personal Finance has developed an active partnership strategy with retailers, manufacturers and automotive retailers, web merchants and financial institutions (banks and insurance companies), based on its experience with marketing credit offers and integrated services tailored to partners' business and commercial objectives. It is also a leading player in the field of responsible lending and financial education.

For further information:

[www.bnpparibas-pf.com](http://www.bnpparibas-pf.com) – [www.jegermesfindemois.com](http://www.jegermesfindemois.com) - [www.touslesbudgets.com](http://www.touslesbudgets.com)

 [@bnpp\\_pf](https://twitter.com/bnpp_pf)



**BNP PARIBAS**  
**PERSONAL FINANCE**

