

BNP Paribas awarded 'Top Employer Europe' certification for third year running

The Group is planning to hire 20,000 new permanent employees (3,000 in France) in 2016

In 2016, for the third year running, BNP Paribas has obtained 'Top Employer Europe' certification. The Group was awarded this prestigious European label, conferred by the Amsterdam-based Top Employers Institute, after obtaining local Top Employer certification in seven separate countries. This year Luxembourg and Spain join Belgium, France, Italy, Poland and Turkey. The Group's establishments in all those countries are due to receive their individual national certification at a formal ceremony this month.

This seal of approval recognises the high quality of BNP Paribas Group Human Resources policy and the good working conditions which enable employees to develop both personally and professionally. Surveys among staff revealed three areas where the Group received particularly high scores, surpassing last year's ratings: talent management, company culture and career management.

BNP Paribas clearly stands out as 'a good place to work', providing an inspiring and motivating environment for Group employees. Diversity and inclusiveness are values that we take seriously at BNP Paribas, as evidenced by thriving staff networks set up to promote them, including Pride, MixCity, Happy Men and Afrinity. By encouraging openness and receptivity to others, the Group is constantly seeking to improve the well-being of employees and cohesiveness among all staff.

THE BNP PARIBAS WAY



Late last year, BNP Paribas set out its vision, mission and values, which all regard people development as a central factor in Group performance. The 'BNP Paribas Way' is the outcome of a collaborative effort involving everyone from Group General Management to staff all over the world.

Our staff work in a highly motivating environment where everyone is treated with fairness and respect. A recent worldwide internal survey revealed that 83% of our employees say they are proud to work for BNP Paribas.

In 2015, BNP Paribas recruited close to 20,000 new staff worldwide. Hiring was brisk in France, where the Group took on 3,000 people on a permanent basis. BNP Paribas recruitment targets, both in France and worldwide, remain at these levels for the year 2016.



About Top Employers

The certification conferred by the Top Employers Institute, is a highly-coveted seal of approval for company HR policies and practices, which is awarded following a comprehensive analysis of the company's Human Resources environment. The Institute, which works on several continents, certifies each year more than 750 companies from all sectors. The Top Employers research methodology is adapted to each country and developed in close cooperation with a local panel of HR experts and other selected partners. All aspects of HR Management – including compensation policy, working conditions, employee benefits, company culture, training, career opportunities and career development – are examined in detail.

About BNP Paribas

BNP Paribas has a presence in 75 countries with more than 185,000 employees, including 145,000 in Europe. It ranks highly in its two core activities: Retail Banking & Services (comprised of Domestic Markets and International Financial Services) and Corporate & Institutional 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 & Institutional Banking and International Financial Services activities, BNP Paribas also enjoys top positions in Europe, a strong presence in the Americas and solid and fast-growing businesses in Asia-Pacific.

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