

IN A CHANGING WORLD,  
**LET'S VALUE OUR DIFFERENCES!**



**DIVERSITY FLASH 2016-2017**



**BNP PARIBAS**  
**FORTIS**

The bank for a changing world

# ACTIONS



## ✓ YOUNG PARENTS

Brochure sent to managers of future/young moms  
Back to Professional life lunches (organized since 2012)

## ✓ GENERATIONS AT WORK

Over 300 job students "without network" of all origins  
(since 2011)

Duo-Day : more than 20 disabled students in internships  
(since 2013)

## ✓ DIVERSITY WEEK 2016 : "LIVE MY LIFE"

20 EVENTS - LIVEMYJOB - DJIHAD (THEATRE + DEBATE)

Open@work launching of our Pride Network for LGBT colleagues -  
IntheDark with the ExCo - Networks initiatives of MixCity, MiC, O2,  
35Beaufort, Friends of Africa. 2017 "Connecting Generations"

## ✓ LINKING INTERNAL AND EXTERNAL DIVERSITY

Global approach for clients with disabilities

## 200 BRANCHES

fully accessible for clients with reduced mobility



## Belgian Pride :

Hello Bank participation in 2016, BNP Paribas Fortis participation  
in 2017

**Jump Forum** (gender equality) - **Diwan Awards** (Belgo Moroccan  
community) - **Cap 48** (disabilities) : the Bank is sponsor and  
present on events

▶▶ **Brussels Diversity Label renewed 2015-2017**



**1** BNP PARIBAS FORTIS :  
GLOBAL POPULATION



**2** EMPLOYEES  
(HAY 12 OR LESS)



**3** MIDDLE MANAGEMENT  
(HAY 13-17)



**4** MANAGEMENT  
(> HAY 17)



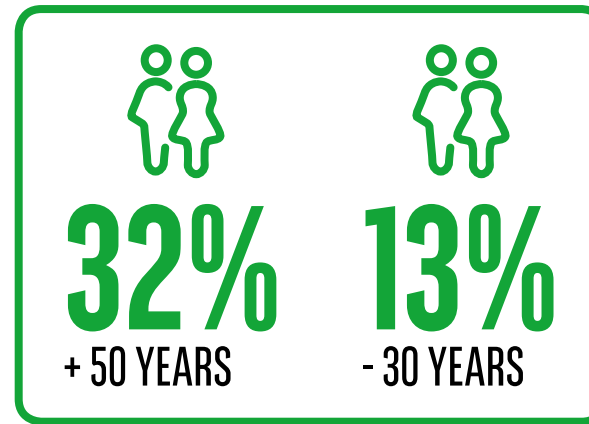
**BRANCH  
MANAGERS**



2011 - 2016

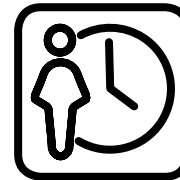
# figures

**AGE**



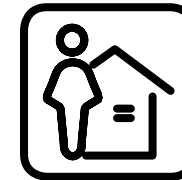
**3908**

OF ALL EMPLOYEES ARE  
WORKING PART TIME.



**794**

OF ALL EMPLOYEES ARE  
HOME WORKING.



**WORK LIFE BALANCE**

# YOUR PERCEPTIONS

(Global People Survey 2016)

## IS BNP PARIBAS FORTIS INCLUSIVE?

ON GENDER?



2010 **75%**

**80%** 2016

ON ETHNICITY?



2010 **71%**

**76%** 2016

ON HANDICAPS?



2010 **56%**

**63%** 2016

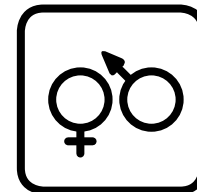
ON AGE?



2010 **71%**

**67%** 2016

ON SEXUAL ORIENTATION?



2010 NA

**71%** 2016





# CONTRIBUTORS ON DIVERSITY & INCLUSION

## 1 35 DIVERSITY COORDINATORS

in all businesses (RPB - CPBB - IT - Corporate Banking - HR...)

## 2 6 NETWORKS,

collaborating together on diversity & inclusion (**MIXCITY, 02, 35BEAUFORT, FRIENDS OF AFRICA AND MANAGERS IN CONNECTION; PRIDEBE - CREATION IN 2017 OF A NEW NETWORK ABILITY (BY AND FOR COLLEAGUES WITH DISABILITY , OR TOUCHED BY / INTERESTED BY DISABILITY))**)

## 3 DIVERSITY & INCLUSION TEAM

## 4 EXTERNAL PARTNERS :

JUMP-DIWAN - WHEELIT - DIVERSICOM - CAP 48 - UCL - U Hasselt - ULG - FEB - BECI- Minderheden  - JEEP - Allyens

## 5 EXCO SUPPORTING ALL INITIATIVES

## 6 COLLABORATION WITH SOCIAL PARTNERS IN TECHNICAL COMMISSION DIVERSITY