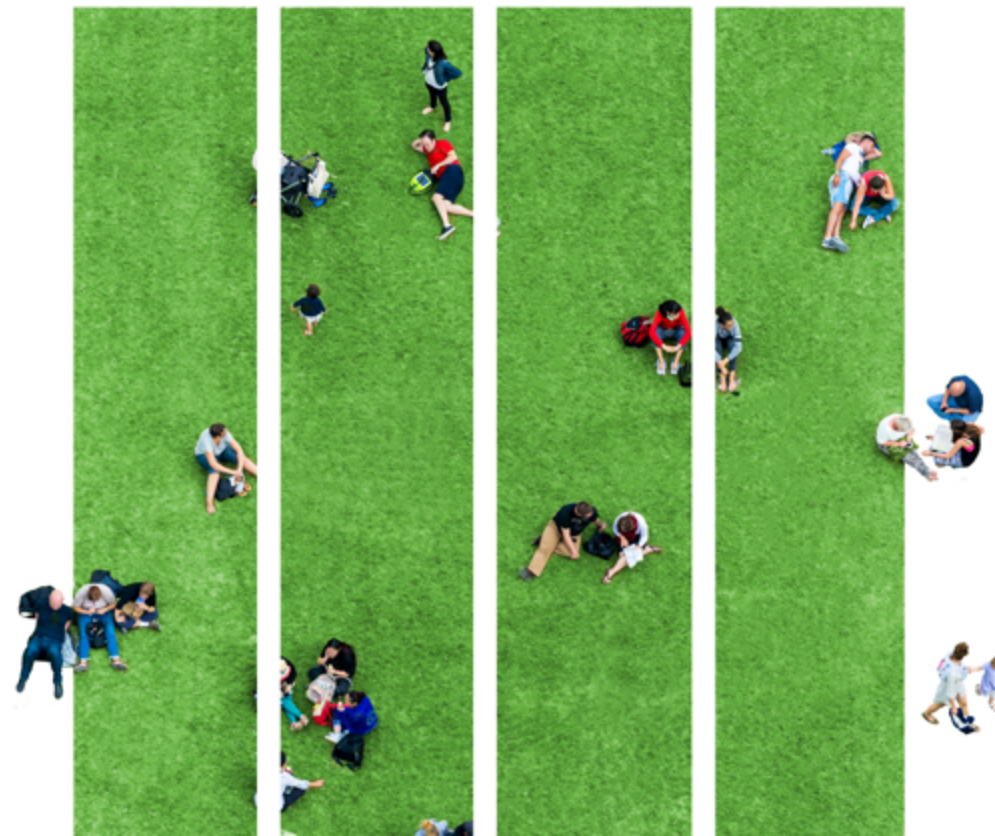




**BGŻ BNP PARIBAS**

The 2016 Social Report of the BGŻ BNP PARIBAS BANK

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## SELECTED FACTS FROM THE 2016 SOCIAL REPORT OF THE BGŻ BNP PARIBAS BANK

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Please visit our website to read the **full version of the report**

# OUR ECONOMIC RESPONSIBILITY

## WE RESPONSIBLY FINANCE THE ECONOMY

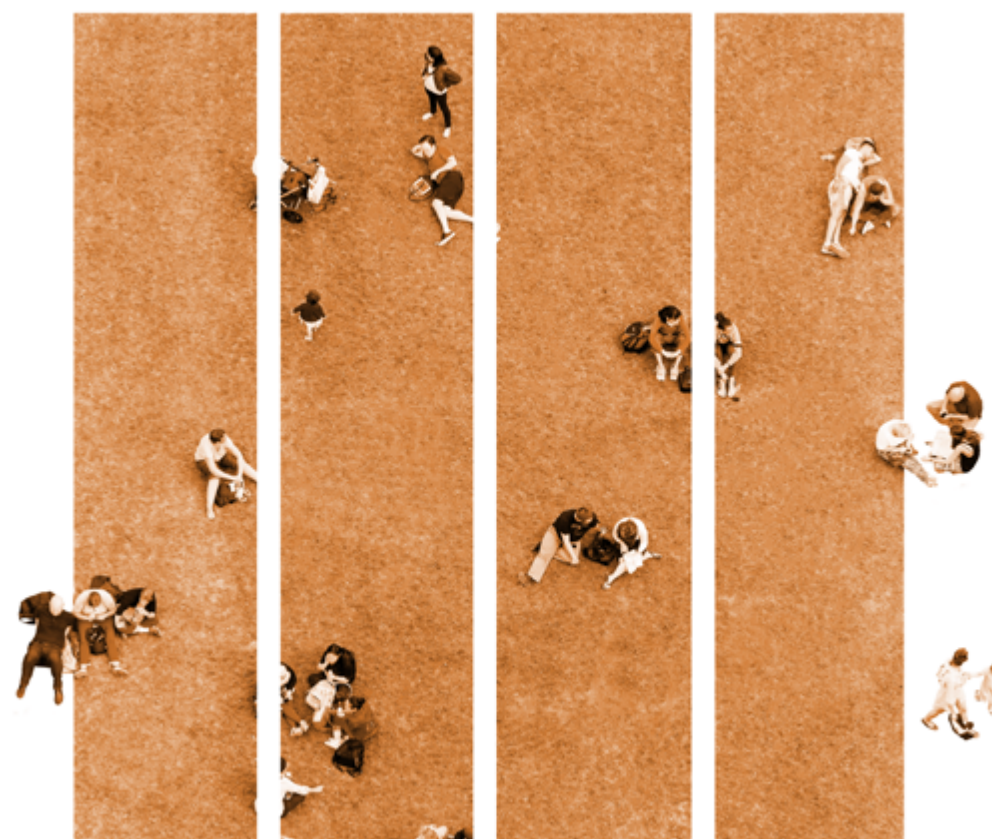
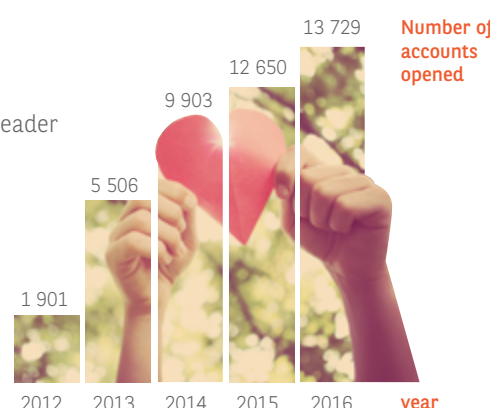
**7** We monitor environmental and social risks in 7 sectors considered to be sensitive.

## WE CREATE SOCIALLY INNOVATIVE PRODUCTS

**13 729**

of „**Pakiet Społeczny Lider**” („Social Leader Packages”) – special offers for social organizations.

- loyalty programme „**Mam Bonus**”, („I have a bonus”) which helps to help beneficiaries of our „**Klasa**” („Class”) programme.



## WE RUN BUSINESS IN AN ETHICAL WAY

In our daily business we follow the stipulations of **the Code of Conduct of the BNP Paribas Group**.

## WE INTEGRATE AND EDUCATE LOCAL BUSINESS

**7500**

entrepreneurs participated in the „**Tydzień Sąsiedzkiego Biznesu**” („Neighbour Business Week”)

- 230 entrepreneurs participated in the „**Akademia Lokalnego Biznesu**” („Local Business Academy”)

## WE SUPPORT INNOVATIVENESS

- We created **Hackathon** – a unique space for development of financial start-ups.
- As a partner of the ranking list „**Polska Firma Przyszłości**” („Polish Company of the Future”), we distinguished leaders from the SMEs sector, also in the „socially responsible company” category.
- It is for the third time that we have awarded prizes to „**Innowacyjni Klienci**” („Innovative Customers”).

## WE BET ON AN OPEN AND CONSTRUCTIVE DIALOGUE WITH THE CUSTOMERS

- We have established an institution of **Consumer Ombudsman**.
- Twice a year we meet with customers all over Poland as part of **Customer Boards**.

## WE SHARE KNOW-HOW

**1000+**

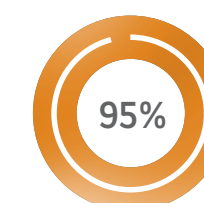
Our agro experts have chaired over **1,000 meetings** e.g. **AgroConference** series and **Agro Academy**.

## WE SENSITIZE CUSTOMERS TO CYBERSECURITY ISSUES

We have made available the **IBM Trusteer Rapport**, an advanced tool protecting against malware attacks, free of charge, to entrepreneurs.

## WE APPLY CSR PRINCIPLES IN OUR SUPPLY CHAIN

- **90%** of our purchase is made in Poland.



of new bank providers signed the CSR Declaration.





# OUR SOCIAL RESPONSIBILITY

THERE ARE OVER US:

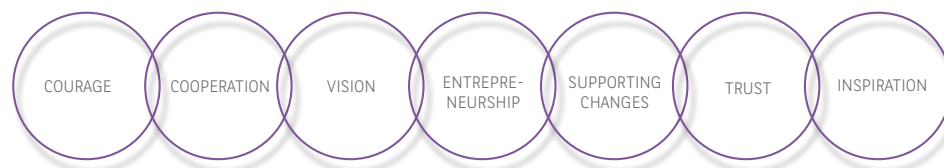
8000



4 304  
Network

3 728  
Head office

## 7 FOUNDATIONS OF OUR ORGANIZATIONAL CULTURE

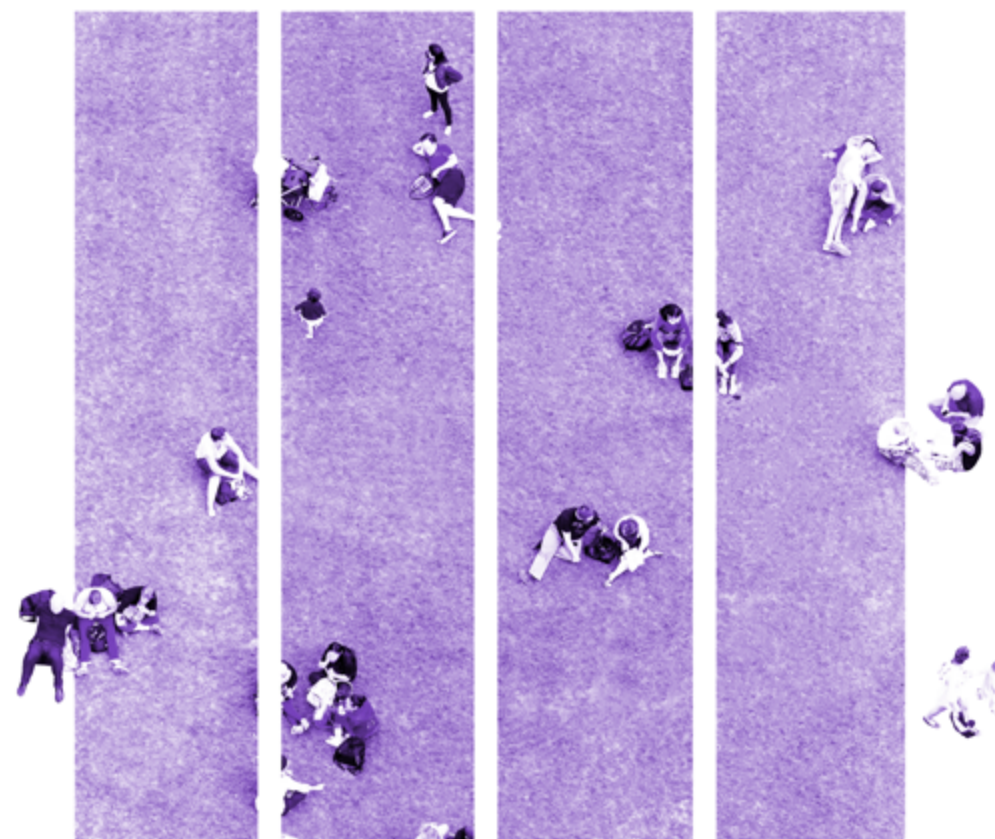


## WE CARE FOR A FRIENDLY WORKPLACE

- We have been awarded with a „**Top Employer 2016**“ title.
- **75% employees** took part in a **satisfaction survey**, the results of which are grounds for further improvement actions.

## WE FOSTER OPENNESS AND RESPECT FOR DIVERSITY

- We have signed the **Diversity Charter**.
- We have introduced the **Diversity Policy** and Diversity Management Rules.



## EMPLOYEES MAY DEVELOP IN A VERSATILE WAY

- Every employee spent **35.6 hours** on average on training in 2016.
- Over 400 employees participated in the **Professional Mobility Days**.
- 600 employees developed their soft skills by doing **voluntary work**.

## ADDITIONAL BENEFITS ARE GUARANTEED FOR ALL EMPLOYEES

5777

persons have private medical care.

2880

employees use a Multisport card.

## WE BET ON EMPLOYMENT DIVERSITY

20   
the youngest employee

68   
the oldest employee

♀ **58%** of management  
are women.

## OUR EMPLOYEES ARE CSR!

Summary of the **CSR Days**:

- Over 200 employees had their blood tests done.
- Over 100 persons participated in first aid workshops.
- Over 2,000 km cycled to work instead of driven by car, which means 385 kg less of CO<sub>2</sub> emissions.
- Over 100 employees participated in a special chill-out break.
- 70 persons had an appointment to consult a diet specialist.



# OUR CIVIC RESPONSIBILITY

## WE CARE FOR AVAILABILITY OF OUR PRODUCTS AND BRANCH

- **488 branches and 569 ATMs** all over Poland.
- 465 kids' corners.
- Service standards for people with disabilities.



For visually impaired customers, in 2016 we have introduced special magnifying glass and signature frames

## WE SUPPORT LOCAL SOCIAL ORGANIZATIONS

**596**

in a seven-year history of the **Local Grants Programme**

**31**

subventions granted in 2016

## YOU CAN COUNT ON ME, THAT IS AN EMPLOYEE VOLUNTARY WORK PROGRAMME

**600**

involved employees.

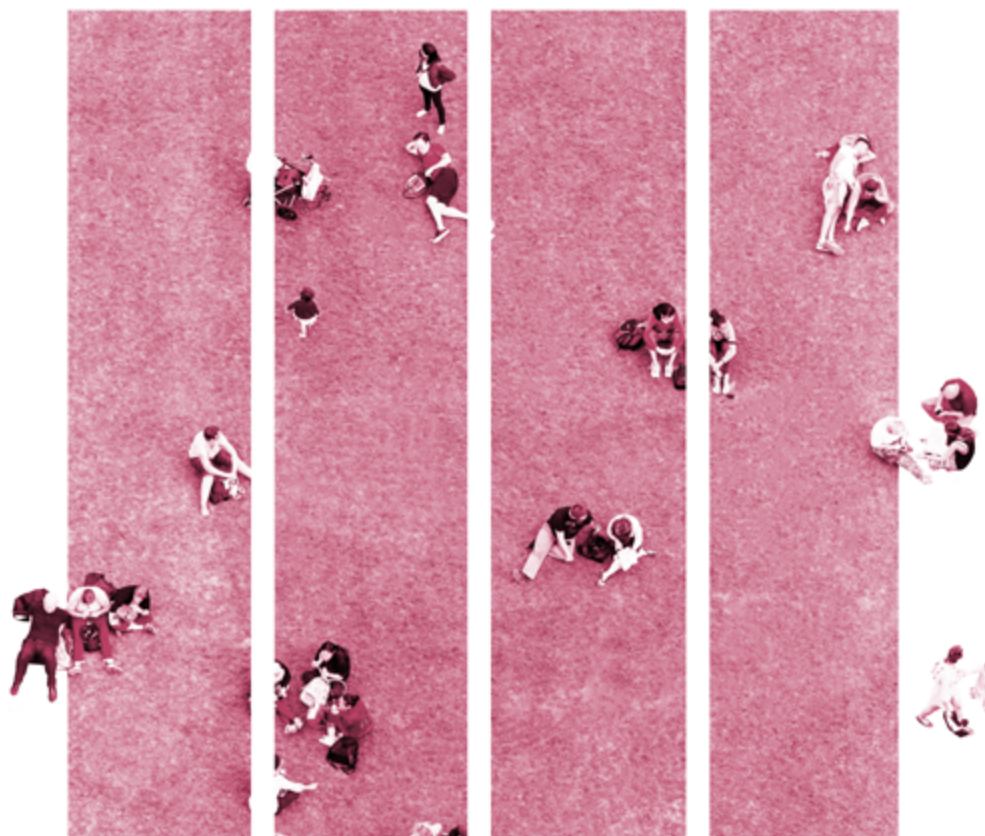
- **Best Social Projects contest:** 79 volunteers, 17 initiatives for 1600 beneficiaries, 698 hours of commitment.
- 111 employees donated over **30 liters of blood**.
- Over **150** employees registered themselves in the bone **marrow donors database**.
- **1 day free** of work for social activities.

## WE INTEGRATE LOCAL COMMUNITIES THROUGH OUR OWN PROGRAMMES

**1500**

participants of 7 „**Agro na obcasach**” („Agro on high heels”) meetings

- 1,000 children participate in the „**Dzieciaki do rakiet**” („Kids to rockets”)
- 20,500 inhabitants of 46 small towns watched new films at outdoor screenings „**Kino pod gwiazdami**” („Cinema under the stars”).



## AN EXCEPTIONAL ROLE IN OUR ACTIVITY IS PLAYED BY THE BGŻ BNP PARIBAS FOUNDATION, WHICH INITIATES AND SUPPORTS IMPORTANT SOCIAL CHANGES

In 2016, the Foundation implemented programmes worth **PLN 2.42 million**.

## WE LEVEL UP EDUCATIONAL CHANCES

**700**

For 14 years we have been implementing the the „**Klasa**” („Class”) programme. We have already helped 700 scholarship beneficiaries from over 300 towns. Only in 2016 we supported 224 scholarship beneficiaries.

- In 2016 under the „**Agrotalenty**” („Agrotalents”) programme we awarded scholarships to 82 young future farmers.

## WE RAISE FINANCIAL AWARENESS AND KNOWLEDGE

**40**

employees-volunteers joined in the „**Bakcyl**” („Bug”) programme. They ran a total of 101 classes for 4,300 secondary school students.

## WE SUPPORT AND DEVELOP SOCIAL INNOVATION

We have ensured over **570 hours of music classes** for children and young people from community educational centres under „**Dream Up**”, a global programme of development through art.

## WE INCREASE AVAILABILITY OF CULTURE

We have organized over **2,000 „Spotkania z Muzyką**” („Meetings with music”), attended by over 300,000 inhabitants of smaller towns.

We support the „**Szalone Dni Muzyki**” („Crazy Music Days”) – almost **950 artists** of Sinfonia Varsovia played **58 concerts**, bringing classical music closer to **38,000 listeners**.





# OUR ENVIRONMENTAL RESPONSIBILITY

## WE SUPPORT ECOLOGICAL INVESTMENTS

- We are a **leader of support** for small and medium **RES projects**.
- We offer **preferential eco-products**, such as: investment loans Green Energy and ECO Leasing Polseff.

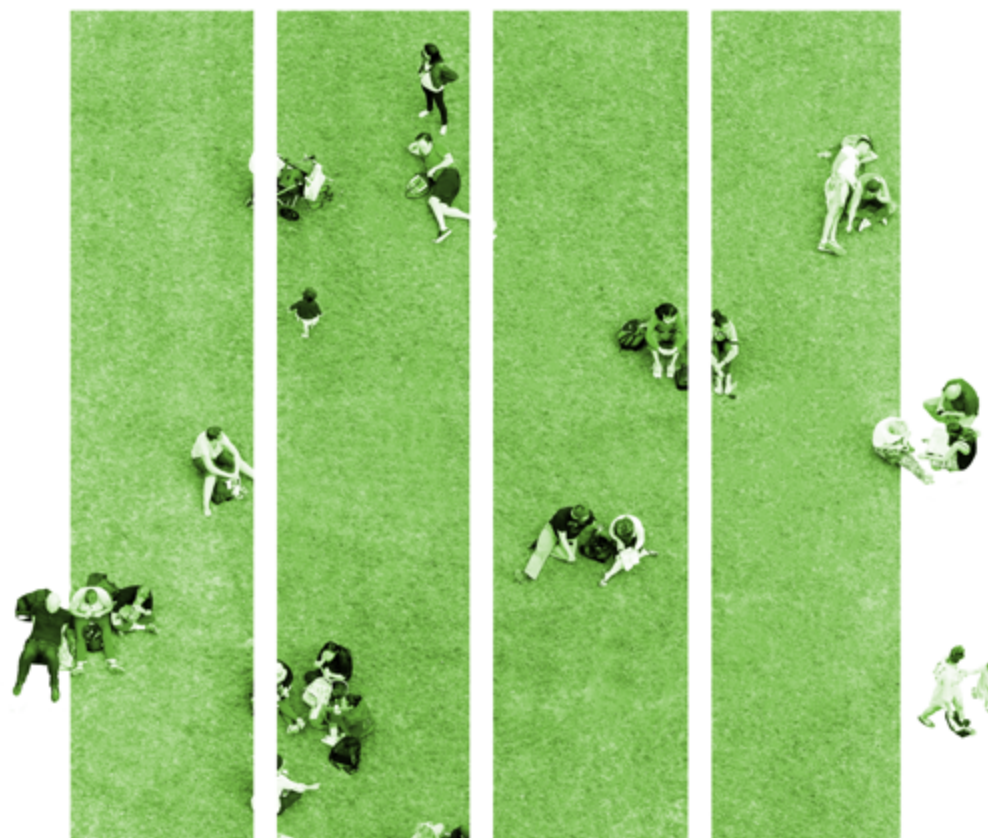


**40%**  
of Polish **biogas** plant owners use our services.

## WE ARE INVOLVED IN COUNTERACTING CLIMATE CHANGE

We contribute to the achievement of ambitious global environmental goals of the BNP Paribas Group:

- Almost double (up to 15 billion euros in 2020) **increase of financing in the RES sector**.
- Withdrawal from financing of high-emission projects until 2020.
- **Neutral emission of carbon dioxide** in the conducted activity by the end of 2017 - as one of few banks in the world.
- CO<sub>2</sub> emission reduction by 25% until 2020.
- Investing 100 million euros in eco-energy start-ups until 2020.



## WE STRENGTHEN ECO-AWARENESS IN OUR ENVIRONMENT

- Fostering eco-habits is one of the main goals of the **CSR Days**.
- We have **presented the „Climate, the 360° exhibition”** in Poland, dedicated to climate change and its consequences.
- **95% of new providers** have been assessed as to their environmental friendliness.

## WE CURB OUR NEGATIVE IMPACT ON ENVIRONMENT

**100%** **of our branches** have LED external signage.

**15 %** In 2016 we managed to cut paper use by **over 15%** (by over 20% per employee).

- 100% of our branches have LED external signage.
- In 2016 we managed to cut paper use by over 15% (by over 20% per employee).
- 99.7% of paper we use is eco-certified.
- We shred documents in a safe and environmentally friendly way.
- We have been awarded another distinction in the **Ekoaktywni** („Ecoactive”) CSR programme.
- We have safely disposed of **2,605 toners**.
- **We are not happy to throw items away:** we try to give a second life to working IT equipment and furniture.
- We limit business travel in favour of conference calls.
- We have reduced the number of data centres from 4 to 2.
- We are testing **hybrid cars**.

**99,7%**

of paper we use is eco-certified.

