



**CORPORATE SOCIAL RESPONSIBILITY
BNP PARIBAS & HUMAN RIGHTS**



Statement of BNP Paribas on Human Rights

Within the broader framework of sustainability, BNP Paribas has developed the following statement to ensure the respect of human rights within its sphere of influence :

BNP Paribas understanding of Human Rights Principles

BNP Paribas is committed to respecting the internationally accepted Human Rights standards as defined in the International Bill of Human Rights (the United Nations Universal Declaration of Human Rights, the International Covenant on Economic Social and Cultural Rights and the International Covenant on Civil and Political Rights). It also acknowledges the core labor standards set out by the International Labor Organization.

BNP Paribas is an active member of the United Nations Global Compact Initiative and endorses its principles and the OECD Guidelines for Multi-National Enterprises as a comprehensive framework to guide its approach to responsible business management, including the protection of basic human rights.

BNP Paribas complies with the international laws and local legal requirements in the countries in which it operates. Where local legislation is more stringent than this statement, BNP Paribas will comply with local requirements. When national laws may conflict with the principles contained in this Human Rights statement, BNP Paribas will comply with local legislation but will seek ways to respect and uphold the Human Rights principles defined in this document.

BNP Paribas' commitment to Human Rights

BNP Paribas is committed to the protection and respect of internationally recognized Human Rights standards. It shall uphold respect for these rights in all its activities, in all the countries in which it operates and in all the dealings that it maintains with its employees, its supply chain, its clients and the communities in which it operates. BNP Paribas supports the framework of "Protect, Respect, Remedy" set forth by John Ruggie, the special Representative of the UN Secretary-General on the issue on Human Rights and transnational corporations and other business enterprises.

Accordingly, BNP Paribas believes that the primary responsibility for Human Rights protection lies with the States and their governments. However, BNP Paribas also recognizes that companies have an important role to play. Therefore, BNP Paribas is committed to respect Human Rights, independently of the States' fulfillment of their duty.

This corporate responsibility requires companies to avoid direct contribution to adverse human rights impacts through their own activities. It seeks also to prevent or mitigate indirect impacts that are linked to their products and services and their business relationships, even if they have not contributed to those impacts.

BNP Paribas acknowledges its own responsibility as a provider of financial services. It thus seeks to ensure it is not complicit, neither directly or indirectly, in the violation of Human Rights. It is committed to mitigating Human Rights risks in its business and operations.



A responsibility within its sphere of influence

To uphold these principles, BNP Paribas addresses the Human rights issue in its core management principles and operational processes, in its interactions with its core stakeholders:


- **Employees:** BNP Paribas promotes and respects the dignity and Human Rights of its employees through its committed and responsible human resources policy. Employees should also apply and respect the Human Rights standards when conducting business. To ensure this respect, BNP Paribas has developed a Code of Conduct which applies to all employees
- **Suppliers and sub-contractors:** To ensure that its suppliers are not involved in adverse human rights impacts, BNP Paribas requires them to comply with the Human Rights standards, according to the required commitments from suppliers mentioned in its Suppliers' CSR charter.
- **Clients:** BNP Paribas expects its clients to manage their business in accordance with the Human Rights standards. In the particularly sensitive sectors, BNP Paribas develops specific CSR policies which include Human Rights criteria. Moreover, having adopted the Equator Principles, BNP Paribas respects a set of standards - which include Human Rights aspects - for assessing and managing social risks in project financing.
- **Communities:** BNP Paribas promotes the highest standards of business conduct including actions to prevent bribery, corruption and money laundering. BNP Paribas also considers that sustainable economic development can bring a positive contribution to a broader access to basic rights. By focusing on improving financial inclusion in the communities in which it operates, BNP Paribas aims to contribute to such development.

Continuous improvement

BNP Paribas is committed to continuous improvement regarding Human Rights issues. BNP Paribas is therefore involved in an ongoing process to improve internal awareness and involvement in order to better meet Human Rights standards.

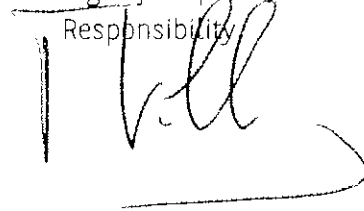
Jean-Laurent Bonnafé

Director and CEO



François Villeroy de Galhau,

COO in charge of Corporate Social
Responsibility



Glossary

→ The Ruggie Principles

The “Ruggie principles” are the results of the work of John Ruggie, the special representative of the Secretary-General of the United Nations on the issue on human rights and transnational corporations and other business.

The aim of its work is to establish guiding principles on business and human rights, according to a framework based on 3 pillars “Protect, Respect, and Remedy”.

1. “Protect” : the State duty to protect against human rights abuses by third parties, including business enterprises, through appropriate policies, regulation, and adjudication;
2. “Respect” : the corporate responsibility to respect human rights.
3. “Remedy” : the need for greater access by victims to effective remedy, both judicial and non-judicial.

→ The United Nations Global Compact Initiative

The UN Global Compact is a strategic policy initiative that asks companies to embrace, support and enact, within their sphere of influence, a set of core principles in the areas of human rights, labour standards, the environment, and anti-corruption. Concerning human rights, the two principles are :

- “Businesses should support and respect the protection of internationally proclaimed human rights”
- “Make sure that they are not complicit in human rights abuses”.

→ The OECD Guidelines for Multinational Enterprises

The OECD Guidelines are recommendations addressed by governments to multinational enterprises. They are in direct line with the Ruggie principles by affirming that respect for human rights is the global standard of expected conduct for enterprises independently of States’ abilities and/or willingness to fulfill their human rights obligations. According to these guidelines, enterprises should respect the internationally recognized human rights. They also should address human rights impacts by taking measures for identification, prevention and mitigation of potential impacts and remediation of actual impacts.

→ International Bill of Human Rights

The International Bill on Human Rights is an informal name given to one resolution and two international treaties established by the United Nations. It consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.



United Nations Universal Declaration of Human Rights

The UDHR is the first and main international statement to use the term "human rights" and define them in 30 articles. It was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 "as a common standard of achievements for all peoples and all nations" and have a universal value.

See more on : <http://www.un.org/en/documents/udhr/>

International Covenant on Civil and Political Rights

It is a multilateral treaty which commits its parties to respect the basics civil and political rights of individuals and nations. It was signed in 1966 and entry into force in 1976.

See more on : <http://www2.ohchr.org/english/law/ccpr.htm>

International Covenant on Economic Social and Cultural Rights

It is a multilateral treaty which contains some of the most significant international legal provisions establishing economic, social and cultural rights. It was signed in 1966 and entry into force in 1976.

See more on : <http://www2.ohchr.org/english/law/cescr.htm>

Core labor standards of the International Labor Organization

The core labor standards are fundamental principles that protect basic human rights in the workforce. As stated in the ILO Declaration on Fundamental Principles and Rights at Work (1998) the core labor standards aim to:

- eliminate all forms of forced and compulsory labor (Conventions 29 and 105)
- effectively abolish child labor (Conventions 138 and 182)
- eliminate discrimination in respect of employment and occupation (Conventions 100 and 111)
- ensure the freedom of association and the right to collective bargaining (Conventions 87 and 98).

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