BNP PARIBAS
The bank for a changing world

PERSPECTIVES

Experts' views on the green and social transition

Trimestrial - issue 2 - February 2022 | *on social inclusion*

Supporting entrepreneurship to fight poverty

by **Professor Muhammad Yunus**, Founder of Grameen Bank and Nobel Prize Winner (2006)

What is meant by 'extreme poverty'?
The World Bank defines poverty as having less than \$1.90 a day to live on, but it's really about not being able to meet basic needs – food, water, shelter, health. Approximately 10% of the world's population lives in extreme poverty, with no safety net and no political or social capital. During the Covid-19 pandemic, a massive number of people lost their jobs, livelihoods and homes, and were pushed even deeper into poverty. At the same time as the poorest were being squeezed, the world's billionaires gained \$7 trillion in two years.

> "APPROXIMATELY 10% OF THE WORLD'S POPULATION LIVES IN EXTREME POVERTY, WITH NO SAFETY NET AND NO POLITICAL OR SOCIAL CAPITAL."

Poverty is imposed on people by economic and political systems, so if we can change the systems, we give people a chance to break out of the prison of poverty.

What is the role of microfinance institutions such as Grameen Bank?
Microfinance is a social business and an alternative to the present banking system. We want to move away from a model where everyone is forced to seek a job, and instead empower people to be entrepreneurs and serve society. And finance is the oxygen of that entrepreneurship; it gives people freedom and allows them to play a meaningful role as humans. With Grameen Bank, I wanted to change the financial machinery and do things differently. We began with the most vulnerable, the poorest women in the most remote villages. Our goal is to listen to ideas, remove fear, build courage and trust, and eventually inspire others in the community.

Do you see financial inclusion changing as a result of Covid-19?
History has given us an opportunity to turn away from the 'normal', pre-pandemic situation; to undo everything that went before, economically and environmentally. We have to take advantage and move in a different direction, to redesign and reverse our financial systems, if we want to change the world.

A JUST TRANSITION OR NO TRANSITION AT ALL

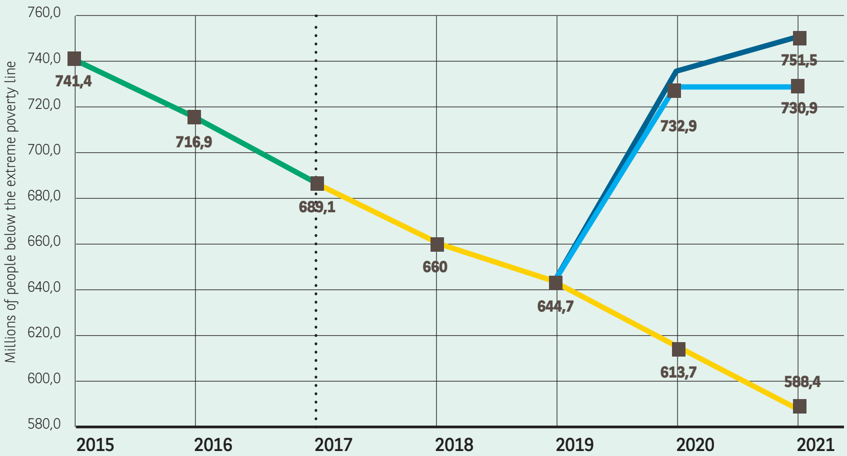
In the face of climate emergency, stakeholders nowadays tend to focus on the environmental impact of companies. Yet, in order to achieve an acceptable green transition, one that is fair and inclusive, **we must take into account the social dimension, the 'S' of ESG.**

We need to make major economic, industrial and technological changes to maintain the global temperature increase below 1.5°C as recommended by scientists, and to protect biodiversity. This entails a real industrial revolution that could have negative impacts on workers, local communities, consumers and social cohesion. The World Economic Forum has for instance highlighted the risk of underestimating social breakdown, which has been accelerated by the pandemic.

We are at a turning point for our planet. It is in everyone's interest that governments, businesses and financial institutions take action. They must deploy effective solutions to avoid this danger. The transition will only be successful if it is carried out fairly.

Laurence Pessez,
Head of Corporate Social Responsibility at BNP Paribas

Number of people living in extreme poverty globally



Historical
Pre-Covid-19 projection
Covid-19 baseline projection
Covid-19 downside projection

Sources: Lakner et al. (2020, updated), PovcalNET, Global Economic Prospects

In addition to this financial indicator, the social progress index includes a wider range of social criteria: basic human needs, well-being, and equal opportunities.

SCAN OR CLICK ON THIS QR CODE TO DISCOVER THE SOCIAL PROGRESS INDEX WORLDWIDE

What's at stake

Social criteria are of growing importance to companies and investors

Inclusion and diversity are often the keys to increased profitability and new opportunities for investors.

Diversity as a driver of performance

by **Caroline Courtin,**
Head of Diversity, Equity and Inclusion at BNP Paribas

Companies that promote inclusion and diversity in all its forms are viewed as more responsible and more successful.

Non-discrimination and diversity are often confused, but they are two distinct concepts. Non-discrimination is a legal concept that is binding on companies, which are legally obliged to make decisions (for example on hiring and promotion) in line with professional skills. Their choices must not be based on criteria such as gender, skin colour, religion or age. All around the world, lawmakers and regulators are adopting an increasingly rigorous approach in this area (criteria, publication of pay gaps, etc.).

Diversity and inclusion are not legal concepts. They are based on active policies that are often rooted in corporate social responsibility. Studies show that diversity and inclusion contribute to a greater capacity for innovation, a better understanding of clients' expectations and a more highly committed workforce. According to surveys by McKinsey, the various forms of diversity studied (gender, race, cultural) have a positive impact on operating profits.

Over the past few years, investors have started to take notice of this issue and to focus increasingly on companies' inclusion policies. Last year, the Nasdaq became the first stock exchange to impose diversity requirements. To be listed there, a company's board of directors must include at least one self-identified female and one person from an underrepresented minority or the LGBTQ+ community.

Social bonds: a genuine driver of inclusive growth

by **Malika Takhtayeva,**
Sustainable Fixed Income Lead, EMEA at BNP Paribas Asset Management

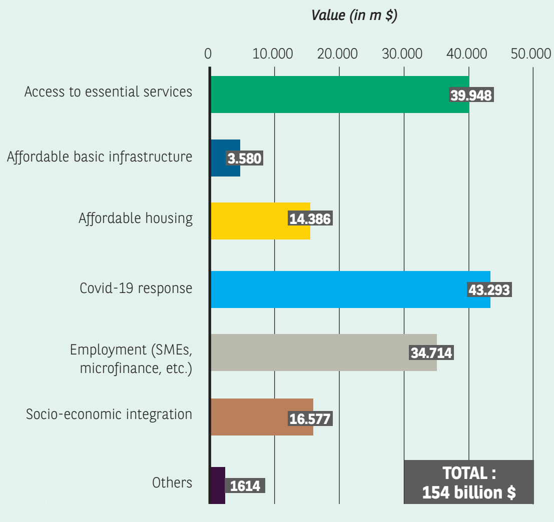
Covid-19 has exacerbated inequality globally by increasing unemployment, widening the gender pay gap and highlighting differences in access to healthcare and education. Social bonds are a way for companies and sovereigns to address these issues. We have seen a significant rise in social issuance due to the pandemic: $146 billion in the first half of 2021 – up 187% from the same period in 2020, according to the Environmental Finance Bond Database.

For example, in 2021 Chile issued a sovereign social bond focused on access to education and essential health services as well as affordable housing and job creation by financing labour-intensive projects in the regions with the highest unemployment. A purely social bond is challenging, as results may be less obvious than with green investments. There is also a perception that social issues mostly concern emerging or frontier markets. However, they are a challenge in the EU too. In Portugal, for example, youth unemployment is relatively high, and according to the OECD, only 25% of the adult population have completed tertiary education.

Not only is this problematic for citizens, it also increases demographic risk, presenting a possible long-term fiscal sustainability challenge. Finally, there is a danger of 'social washing', which happens when an issuer misrepresents a project's impact.

This can only properly be mitigated through focused due diligence on the impact potential of each issue. However, we expect to see sub-sovereigns such as municipalities and cities increasingly using social and sustainable bonds to address education, health and demographic challenges.

Overview of the diversity of social bonds in 2020



Source: www.bonddata.org

In 2020, social bonds enabled over $154 billion to be raised. Over a quarter of that amount was used to address the pandemic's impact. In particular, the European Union issued its first social bonds to finance member states' employment protection programmes. Underlining investor interest, demand for the EU's first issuance in October 2020 reached €233 billion, more than 13 times the amount issued. After the success of 2020, social bond issuance therefore increased again in 2021.

LEARN MORE ABOUT SOCIAL AND SUSTAINABLE BONDS BY SCANNING OR CLICKING ON THIS QR CODE

Regulatory watch

Towards a greater accountability for all stakeholders

All stakeholders are responsible for their social choice, be they businesses and banks, who have a duty of care, or investors, who are guided by the taxonomy.

Moving towards corporate duty of care obligations

by **Thomas Millet,**
Human Rights Officer
at BNP Paribas

From child labour on cocoa plantations to the exploitation of ethnic minorities, human rights violations continue.

In recent years, many countries have decided to introduce legislation. In addition to the UK's 2015 Modern Slavery Act and France's 2017 Duty of Vigilance Law, new types of legislations have emerged as exemplified by Germany's 2021 Supply Chain Act. The European Commission will present its own draft directive in 2022. These new laws recognise the principals as responsible for human rights violations made by their suppliers and subcontractors.

For the financial industry, client companies must also be monitored. All business partners must be involved in identifying and mapping risks. Companies must also develop in-house expertise enabling them to identify early warning signals and act quickly.

Cooperation among partners, external experts and industry initiatives is key to develop best practices and increase employee awareness.

Future taxonomy would set standard for social investment

by **Jeanne Aing,**
Head of SREP and Regulatory
Anticipation at BNP Paribas CIB

The creation of a regulatory taxonomy with a social focus is an opportunity for the EU to set a global standard for best practice on social aspects, encouraging investment in socially responsable enterprise and reinforcing norms that investors and companies can use to improve the social quality of existing assets.

A draft report by the Platform for Sustainable Finance (PSF) points out that while governance is separate from the proposed social taxonomy, governance factors can be relevant to both environmental and social aspects. A social taxonomy would help investors to identify opportunities to finance activities that ensure decent work, and enable inclusive and sustainable communities and affordable healthcare and housing, with potentially costly implications for sectors that might not qualify as sustainable.

Today, many questions remain as to what a social taxonomy will look like and what the relationship between a social and an environmental taxonomy will be. A further report from the PSF is expected in Q1 2022, at which point the EC will define the next steps.

Key international principles and duty of care

The International Bill of Human Rights	*The internationally accepted human rights standards, as defined in the International Bill of Human Rights, 1948*
United Nations Global Compact	*The Ten Principles of the United Nations Global Compact, 2000*
Guiding Principles on Business and Human Rights	*The United Nations Guiding Principles on Business and Human Rights, 2011*
OECD Guidelines for Multinational Enterprises	*The internationally accepted OECD Guidelines for Multinational Enterprises, 2011*
International Labour Organization	*The core labour standards developed by the International Labour Organization, 2013*
Sustainable Development Goals	*The United Nations Sustainable Development Goals, 2017*

Companies are required to comply with an ever-wider range of social and human rights regulations. In more and more countries, these requirements focus not only on businesses' direct impact but their entire supply chain. As a result, a company becomes legally responsible for the actions of an unscrupulous supplier. This duty of care legislation is one of the European Commission's priorities at the moment. Although the duty of care obligations are mainly aimed at large companies, SMEs also come into scope through their commercial relations with larger groups.

Industries in depth

Inclusion and diversity are increasingly important in all sectors

The entire economy must embrace social inclusion, from real estate development to digital platforms to the banking system.

The keys to financial independence

by **Marie Degrand-Guillaud,**
Deputy Chief Executive Officer of Nickel

Financial inclusion remains a serious challenge, even in our Western societies. According to Findex, one in five adults in developed countries has no payment card.

This issue is especially crucial because financial inclusion is a major factor in social inclusion, allowing people to access employment (earning a salary), housing (transfers), and healthcare (digital payments), etc. Fintechs and mobile solutions can help improve access to these basic banking services. There are numerous examples around the world. From Chime in the United States to Nubank in Brazil, these new neobanks are strengthening their role as a key player in financial inclusion.

"FINTECHS AND MOBILE SOLUTIONS CAN HELP IMPROVE ACCESS TO BASIC BANKING SERVICES."

Managing an account or accessing credit can sometimes be complex, potentially leaving the most vulnerable at greater risk. This explains why Nickel, which today has 2.4 million customers, has opted to work with tobacconists in France, lottery distributors in Spain and press-booksellers in Belgium.

This fintech uses everyday language, a relaxed tone and simple approaches. As a result, everyone can understand how their current account works, which is so essential for living life freely.

Inclusion also calls for equal access to technology

by **Pamela Hegarty,**
Senior Portfolio Manager at BNP Paribas Asset Management

Equal access to digital technologies is key to ensuring no one is left behind.

Technology provides varied opportunities to improve access to education, financial services and healthcare globally. Tech firms are increasing access for those excluded from traditional financial systems via digital wallets with direct access to paycheques, for example, and enabling access to online commerce and microloans. Blockchain technology enables migrant workers to send low-fee remittances, telehealth can provide medical care in rural regions and artificial intelligence (AI) is being used to identify drug candidates for orphan diseases. AI can also be used to promote inclusive growth – for example a large IT services company has created a system that helps businesses analyse their hiring, pay and performance data to identify and eliminate gender bias.

To mitigate the risk of a widening digital divide - and thus inequal access to vital services such as cash transfers, medical information, educational content or employment opportunities - policymakers, firms and non-profit organisations must work together to ensure equal access to technology services and fight digital illiteracy.

Real estate, 15-minute city and social cohesion

by **Thierry Laroue-Pont,**
CEO of BNP Paribas Real Estate

The real estate sector faces the dual challenges of multiple and flexible uses. Co-design is a promising way to tackle these challenges.

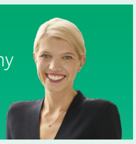
Single-function areas belong to the past. Nowadays, new districts must combine offices, shops, services, green areas and housing. The housing must meet a variety of needs: ownership and rental, family homes, social housing, student and retirement residences, etc. Everyone must be able to live, work, shop, look after themselves, enjoy culture, and study and relax within a 15-minute walk or bike ride. This 15-minute city is more environmentally friendly, more diversified and more inclusive because it promotes sharing and social cohesion.

In the future, each real estate development project will need to be more mixed. For example, a building will include an active retail base, which is notably focused on the social and solidarity economy. It will also feature a hub that offers all kinds of shared mobility solutions (carpooling, electric bicycles, charging points, repair workshops, etc.), a variety of housing types, co-working spaces, plus numerous private and shared outdoor spaces. Flexibility is the second challenge. Uses and needs are changing rapidly (remote working, local consumption, etc.), so the spaces will have to be versatile and adaptable.

To respond to these challenges, real estate development will increasingly become part of a co-design process involving users, investors, developers, authorities and citizens.

Cooperation is required to ensure a just transition

by **Eva Meyer,** Head of Company Engagement at BNP Paribas Germany



Transitioning to a greener model in industry has major impacts for local communities and the economy. Funding, investment, training and social dialogue are necessary to make it a fair transition.

In Germany, the federal government has made €40 billion available for investments in a just transition away from coal, and has spent €16.3 billion to fund alternative projects in mining regions.
A key lesson from Germany is that a successful transition requires time, a clear vision and adequate resources. Co-determination, whereby workers participate in company decision-making, has been important for the coal sector, facilitating solutions in social protection and retraining.

Investment needs to support companies in carbon-intensive industries (e.g. mining, construction and automotive) with the goal of creating jobs in the green economy. It must promote cross-cutting and local projects, and support large companies as well as SMEs and start-ups. As part of a just transition, banks should work with key stakeholders in different parts of the country to respond to diverse needs, such as financing local climate action.

They must also engage with policymakers to encourage the right regulatory environment and promote system-wide innovation.

€40 billion

is the sum allocated by the German government to offset the social impact of abandoning coal.

Microfinance has already proved valuable in developing countries

by **Alain Levy,** Head of Microfinance and Social Entrepreneurship for Americas and Asia at BNP Paribas

Microfinance plays a key role in the fight against poverty and for women's emancipation in developing countries. Microcredits – of €390 on average for institutions supported by BNP Paribas – are essential to the launch of many entrepreneurial activities. According to a study carried out in Bangladesh, the spending of households that benefited from a microcredit increased by 34.6% over seven years. The majority of borrowers were women, who could then contribute more to household needs. The interest rates, of 20% or more, are often criticised, but they are explained by the need for weekly individual coaching, the small amount of credit and loss rates due to the lack of collateral. BNP Paribas notably funds 7 MFIs – followed by Financial Institutions Coverage (FIC) – that enable support for 176,000 beneficiaries in developing countries.

Microcredit in Europe makes entrepreneurship inclusive

by **Claudia Belli,** Head of Relations with Civil Society and Financial inclusion at BNP Paribas

Microfinance institutions (MFIs) provide vital funding for non-traditional entrepreneurs, offering impactful mentoring alongside lending. PerMicro in Italy, MicroLux in Luxembourg, Microstart in Belgium and Adie in France support those who need loans but are excluded by the banking system because they lack experience or the capacity to build a business plan or find a guarantor. Referring clients to MFIs creates both a financial and a social return. Sixty-four per cent of enterprises created by Adie remain viable after three years and 84% of those financed find a job or create a business, while each enterprise financed by PerMicro generates on average 1.2 jobs, with 44% of entrepreneurs women, 60% young people and 26% migrants. To increase inclusion, more banks could refer clients and provide funding to MFIs, while corporates could propose their employees to become mentors.

New economies call for smart financing

by **Anthony Kelly,** Digital Anthropologist at L'Atelier BNP Paribas

Growth is explosive in some spaces. Financial institutions could play a major role here. To prevent divisions between these new economies and the conventional one, institutions will need to recognise the alternative forms of wealth and work that characterise these spaces. The picture becomes even more complex when we consider economies and markets that are not yet fully formed but which we can see on the horizon, including those based on human health factors, biology and ecosystems. Meanwhile, the emergence of unionisation among gig workers and influencers (more information here) seeks to ensure access to labour rights – part of a broader push to reclassify workers in the new digital economies and offer them the protections enjoyed by more traditional employees.

Innovation watch

New technological and financial solutions for social inclusion

In the social field, innovation helps to bridge the gap between (financial) companies, investors and consumers.

Financial expertise as an accelerator of social innovation

by **Maha Keramane,**
Head of Positive Impact Business Accelerator at BNP Paribas

An impact bond brings together three parties: investors, a social or environmental organisation and an outcome funder. The Apprentis d'Auteuil Foundation used this approach for a project that aims to avoid foster care for vulnerable children. This project offers families a safe haven and support for a period of time, so that they can rebuild their lives and find long-term solutions. The foundation can run the project without financial risk, with the necessary funds provided by investors including BNP Paribas. Reimbursement, plus the potential payment of a premium, comes from the authorities (outcome funder) only if the impact results are achieved – namely, the number of foster care placements avoided one year after the assistance ends. For the authorities, the impact bond offers two benefits: more effective support for families and financial savings, as the project's annual cost is five times lower than a foster placement. For investors, the advantage is to be able to maximise the impact of their funds by reusing the capital several times. Lastly, impact bonds are very adaptable (with respect to their social focus, investment vehicle, number of participants, etc.) and are increasingly being used. Over the past three years, the total number of impact bonds worldwide has grown by more than 25% according to the Brookings Institution.

Using digital technologies to promote inclusion

Artificial intelligence, digitalisation and big data – new technologies are opening up unique opportunities for social inclusion actors.

by **Natacha Baumann,**
Head of Data Strategy at BNP Paribas Personal Finance

Financial inclusion will increasingly be a priority for institutions worldwide, as the proportion of vulnerable and underserved clients grows. Via its subsidiary RCS, a financial services provider in South Africa, BNP Personal Finance is piloting a series of products, data-based scoring models, funding models and social bonds.

The aim is to expand access to services to a wider range of clients, regardless of their socio-economic profile, and to be inclusive by design. RCS/South Africa were chosen for the pilot for their maturity in financial services and digitisation, and the local social and economic challenges. The results will feed into the global financial inclusion strategy; the methodology can be replicated and the project has already been expanded to the UK.

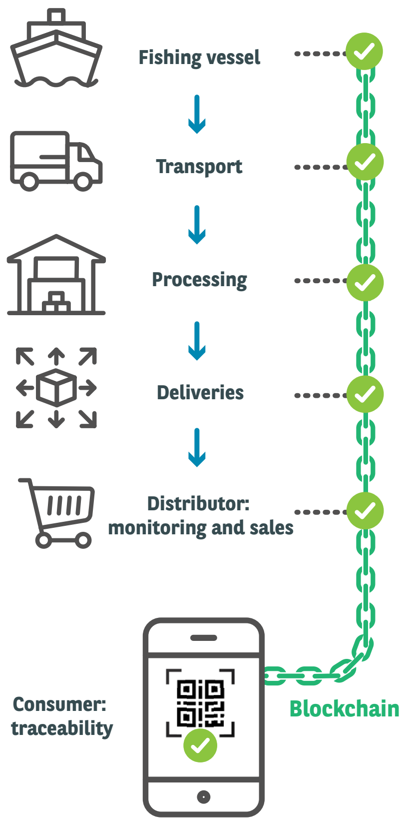
by **Nathalie Doré,**
Chief Digital and Acceleration Officer at BNP Paribas Cardif

Digital solutions are playing a growing role in integration. In France, Tangata is a start-up that helps people with disabilities benefit from adapted leisure activities. It also facilitates their access to employment by supporting companies in their inclusion policy through the aggregation and listing of quality online services. In Latin America, BNP Paribas Cardif is working with partners to develop a health platform (prevention and access to care) that uses artificial intelligence. By answering a few questions on their phone, policyholders can receive an immediate initial assessment of their health status. The insurer has also developed an ecosystem of services to enable people with unemployment insurance to access training and services. This helps them remain active and integrated into society.

Blockchain technology to support human rights

Blockchain technology is best known to the general public for being the basis of cryptocurrencies, but it has many other applications, especially in the field of traceability. It can record the entire journey of a product, starting with the raw material.

Buyers can thus be sure of a product's origin and can verify the identity of all intermediaries. This meets both the transparency needs of consumers and companies' monitoring needs. Companies can therefore ensure that their entire supply chain respects the social and human rights of workers and citizens.



Sustainable finance aiming at social impact

More and more companies, governments and institutions are harnessing sustainable finance to strengthen their financial structure and their impact on society.

Samsung Card launches debut ESG financing in South Korea

Samsung Card – one of South Korea's leading diversified consumer finance companies – has completed its first-ever ESG financing, a $300 million cross-border social credit card securitisation. BNP Paribas was ESG advisor on the transaction, which was finalised in March 2021.

Samsung Card's first-ever ESG financing is worth

$300 million

The asset-backed securities' social application conforms to the rules of Samsung Card's Sustainable Financing Framework, which covers green and social bond issuance. It includes two categories for use of proceeds. The first is employment generation. Ninety per cent of South Korean companies are SMEs, many of which have suffered as a result of Covid-19 lockdowns. Samsung Card will use some of the proceeds to support initiatives to increase job creation and retention. Secondly, a portion of the proceeds will also provide access to essential services. In this case, that means financial inclusion programmes which offer lending services to people and businesses that otherwise lack access to the banking system. CFOs appreciate the opportunity to diversify funding. "Because the securities' social classification fits the mandates of many ESG funds, the company is able to access funding from this investment sector," says Chaoni Huang, Head of Sustainable Capital Markets, APAC, at BNP Paribas.

First social loan for Brussels Housing Fund

In Belgium, the Brussels Housing Fund supports access to housing for medium- and low-income families in the region and sought financing of €100 million for its 2021 mortgage loan programme. It also wanted to set up a sustainable finance framework. Catherine Scheid, General Manager of the Housing Fund, said: "This new financial orientation of the Housing Fund is fully in line with its social mission."

"THIS NEW FINANCIAL ORIENTATION OF THE HOUSING FUND IS FULLY IN LINE WITH ITS SOCIAL MISSION."

BNP Paribas Fortis granted the fund its first social loan, with a value of €40 million, in November 2021. To facilitate further fundraising in the form of social banking credits, the fund – with BNP Paribas Fortis as sustainability coordinator – now has a model for assessing and selecting eligible social projects, allocating and managing loaned funds, and carrying out the required reporting. *"With this new financing framework, the Housing Fund is committed to financing with added social value and contributes to the objectives of sustainable development,"* Scheid explains.

The framework will help the fund create a positive impact through financing and refinancing projects with a beneficial effect in the area of mortgage loans.

Peru issues first sustainable bonds

The Republic of Peru is implementing a Covid-19 recovery plan that includes increased funding for environmental and social actions to improve citizens' quality of life and resilience. As part of this ambitious process, Peru made its debut in the sustainable capital markets in October 2021 with a set of sustainable bond transactions. The $2.25 billion 12-year issue and $1 billion 50-year issue were the country's first under its new Sustainable Bond Framework, which aims to promote equality and the responsible management of natural resources.

The framework earmarks eligible social programmes that align with the International Capital Markets Association's Social Bond Principles: support for vulnerable populations; access to affordable housing, education and essential health services; and support for micro-, small and medium-sized enterprises. *"Countries across Latin America are recognizing the utility and flexibility of Sustainable Finance to drive critical social and environmental initiatives in the face of crisis"*, says Monica Hanson, Head of Official Institutions Coverage Americas at BNP Paribas.

In November, Peru also issued a €1 billion debut social bond on the euro market, as part of efforts to broaden its ESG investor base. Pedro Francke, Minister of the Economy, said: *"It is the first time that Peru has issued sustainable bonds and we join the countries that carry out this type of issuance. The collection of resources with this tool has the purpose of financing projects and expenses that generate positive impacts on the environment and promote equitable and quality access to health, housing and education services."*

Flashforward

New approaches to doing business

As an engaged actor, BNP Paribas supports tomorrow's entrepreneurs and initiatives that will help to make a difference.

Impact entrepreneurship: a model spreading to the entire economy

by **Raphaele Leroy,**
Head of Company Engagement
BNP Paribas French Retail Banking

Companies wanting to tackle today's social and environmental emergencies can draw inspiration from impact entrepreneurs.
A social or environmental impact entrepreneur is someone who sets up a company and brings innovation with the aim of solving social problems. Given today's challenges, this type of entrepreneurship is on the increase and it highlights best practices that can accelerate the transition. BNP Paribas has embraced this approach through its Act for Impact programme, which supports 2,200 entrepreneurs.
Our ambition is to see impact entrepreneurship become the new model. More and more 'traditional' businesses are addressing ESG challenges. In France, 90% of them are taking action, for example via energy renovation, waste reduction, gender equality and positive impact offers. Yet only 26% of SMEs have a clear roadmap.
Nevertheless, ESG challenges are increasingly crucial in view of the economic transformation and multiple pressures from customers, employees, experts and regulators. The first step is to assess the situation, and then to define a strategy adapted to the company's sector and culture. Finally, a concrete action plan needs to be developed that will contribute positively to its whole ecosystem. To support our customers, we are developing impact financing which includes reduced interest rates when social objectives are met.

Businesses unite against inequality

by **Jeremy Daumard,**
Chief of Staff to the Head of Company Engagement at BNP Paribas

To foster the emergence of more inclusive growth models, companies are joining forces around coalitions such as Business for Inclusive Growth (B4IG). Parts of the population continue to be excluded from economic growth models. Fostering inclusive growth is about ensuring that they too can contribute and benefit from this value creation. Above all, this implies removing the obstacles they face in attaining economic inclusion.

To address these challenges, 34 major companies launched B4IG in 2019 alongside the OECD and other international public organisations. Their ambition is to define and promote common standards, best practices and financing mechanisms for greater inclusion. By developing reference frameworks and an ecosystem of solutions, the coalition aims to guide the action of economic and political decision-makers on a dozen themes.

Last November, B4IG proposed eight key indicators to account for social challenges associated with the energy transition. In early 2022, B4IG will publish guides on inclusive purchasing policies and the promotion of ethnic diversity in companies.

Social commitments of BNP Paribas

- BNP Paribas Group Code of Conduct
- The BNP Paribas Statement on Human Rights
- The BNP Paribas Supplier CSR Charter
- The BNP Paribas Responsible Business Principles
- The BNP Paribas Agreement on Fundamental Rights and Global Social framework

SCAN OR CLICK ON THIS QR CODE TO LEARN MORE ABOUT BNP PARIBAS' COMMITMENTS

BNP Paribas is also a signatory to the Commitment to Financial Inclusion and Health, linked to the Principles for Responsible Banking. This commitment brings together a pioneering group of banks that have taken up a leadership role in accelerating action for universal financial inclusion and the financial health of all individuals.

These banks are committed to mobilising their employees, their product and service offerings, and their partners to:
- promote universal **financial inclusion**
- foster the development of a banking industry that supports the **financial health** of all customers.

Signatories are required to set financial inclusion and health targets, as well as to report annually on their progress.