



With EU Contribution



***“Defining a company welfare system through the joint action of EWCs and Trade Unions in the metal and finance sectors: The key role of workers' participation rights” - VS/2018/0037***

## Summary of the Finance Working Group (WG2)

Antonio Masciale

FIRST , National Training Officer

# BNP Paribas Group

## HEALTH AND QUALITY OF LIFE AT WORK



The parties have chosen to make the following undertakings in the fields of health and quality of life at work

Maternity leave a minimum of 14 weeks of paid maternity leave, including both the antenatal and postnatal periods, is applied across the entire BNP Paribas Group.

Paternity leave. The parties to this agreement encourage and strongly recommend that paid paternity leave of a minimum of six days is put in place for all BNP Paribas Group business lines/countries. The leave must be taken within a maximum of six months following the baby's birth or adoption.



## Life insurance

All BNP Paribas Group employees are given life insurance coverage, regardless of the cause of their death, excluding exceptions set out in the insurance policy.

Each country/business line determines, in line with its regulatory environment, the level of coverage, the specific conditions in which the coverage applies, and financing arrangements.

## Incapacity/disability insurance

All BNP Paribas Group employees are given incapacity/disability coverage

## Health insurance

All BNP Paribas Group business lines/countries must implement a healthcare expenses scheme for their entity for all employees, covering all healthcare costs (medication, medical consultations, hospital treatment, etc.).

Each business line/country determines, in line with its regulatory environment, the level of coverage where applicable, the specific conditions in which the coverage applies, and financing arrangements.

**Unpaid time off** As part of efforts to promote work-life balance, each Group employee can choose to take unpaid time off up to a maximum of five unpaid days per year for personal reasons, subject to their manager's approval. These days can be broken up into half days.





## Measures to promote diversity and reject all forms of discrimination

BNP Paribas' Diversity policy is based on the key principle of valuing each individual and respecting differences through both global and local measures to promote diversity and inclusion.

To this end, the Diversity and Inclusion policy includes three focuses implemented in all the Group's entities: **gender equality** in the workplace; **internationalisation** and **multiculturalism**; **inclusion of people with disabilities**. Gender equality in the workplace is covered by specific provisions included in this agreement.