

ARVAL DIVERSITY, EQUITY & INCLUSION COMMITMENTS CHARTER



ARVAL
DIVERSITY



ARVAL
BNP PARIBAS GROUP

For the many journeys in life*

*Pour tous les trajets de la vie

INTRODUCTION

We believe that Diversity, Equity and Inclusion is good for people and good for business.

Bringing more diversity to the teams is key to generating broader ideas, new perspectives and making better decisions to support Arval Beyond strategy.

We are aware we need to accelerate on diversity and catch-up on several gaps!

There is a need and a shared willingness to take concrete actions to catch-up on several topics and to develop a Diversity, Equity and Inclusion culture throughout Arval Group.

We are dedicated to establishing an inclusive, safe and equitable environment for all employees everywhere.

Each entity within Arval Group will carry out local and specific action plans to leverage on diversity to support their business strategies and objectives for the coming years.

*In line with **BNP Paribas Group** commitments and*

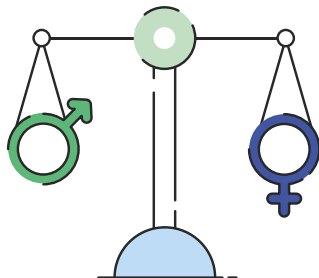
*in order to provide a common framework to boost **Diversity, Equity and Inclusion**, we have chosen the following five priority challenges to focus on:*



1/ We will foster gender equity.

*We are in line with the European agreement on gender equity in the workplace signed by the Group in 2014 and the Women in Action Charter, validated by ARVAL Group Comex in 2022. We have therefore identified the following **acceleration levers** to act on.*

- ▶ We will implement actions to support our zero tolerance approach against discriminatory behaviors within **the recruitment and promotions processes**. To do so, we will implement the Arval Group recruitment and mobility policy with adaptation at local level when relevant.
- ▶ We will endeavour to reduce **the gender-based salary gap**. To do so, we will deploy everywhere, use the gender pay gap tool and share progress with transparency.
- ▶ We will make sure that Arval entities provide their employees with **a secure environment** that protects **their health and work-life balance** as well as supporting **parenthood***.



2/ We will promote and include people with disabilities.

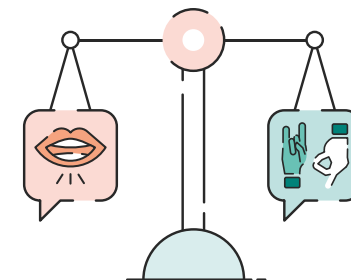
We are in line with the International Labor Organization (ILO)'s Global Business and Disability Network Charter signed by BNP Paribas Group and want **to promote and include people with disabilities** throughout the workplace and possibly involving disabled workers of our partners.

We have therefore identified the following commitments:

- ▶ We will ensure that our recruitment process is open to discussions **for people with disabilities both visible and hidden.**

Any possible concern with disability will be taken into consideration within the onboarding process, including **whether the new person chooses to discuss or not their disability.**

- ▶ We will ensure that each entity will put in place **at least one concrete initiative** to promote and include people with disabilities (in line with ILO Global Business and Disability Network Charter and with our Sustainability Policy for 2025).

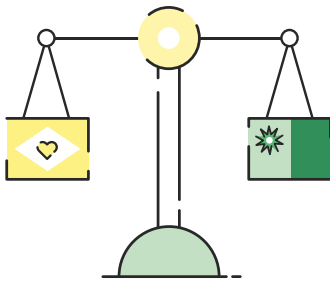


3/ We will promote multiculturalism.

We are convinced diversity conveys an essential cultural richness for employee and company development and are keen to foster individual and collective mobilisation through multiple programmes and networks.

To meet this specific challenge, we commit to the following:

- ▶ We will endeavour to prevent casual racism. To do so, countries will implement concrete **initiatives to raise awareness and understand casual racism** (e.g. training, conferences...).
- ▶ We will **share and spread stories and testimonies** on multiculturalism and **measure their impact**.

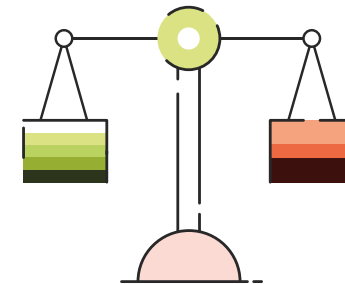




4/ We will promote a culture of inclusivity regardless of gender diversity or sexual orientation.

We know that we all deserve equal treatment and the right to be cared for free from prejudice and discrimination which is in line with all the pillars and commitments that we have highlighted in this charter.

- ▶ To meet this specific challenge we commit to foster an inclusive environment where we can be ourselves and be protected.
- ▶ We will promote initiatives and professional networks to support a working environment to encourage speaking up / allyship and thus participate in the fight against gender and sexual discrimination.

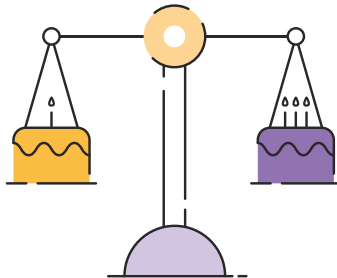


5/ We will foster intergenerational relations.

We are convinced intergenerational cooperation is a way to increase our collective intelligence and that fostering collaboration between different generations allow us to maximise the skills of all our employees.

To meet this specific challenge, we commit to the following:

- ▶ We will endeavour that **everyone will have necessary proficiency depending on their role** (e.g. language, digital skills...). To do so we will set concrete initiatives (e.g. reverse mentoring, training...).
- ▶ We will develop specific opportunities **to leverage knowledge** and know-how of more experienced talents (e.g. developing partnerships with schools to encourage knowledge transfer...).
- ▶ We will create **a safe space to listen to all people of all ages**, to work, support and lead while **creating guidance to connect people**.



CONCLUSION

Arval Group will provide **awareness training programmes** set-up on an International scale to cover the 5 priority themes described. Progress will be measured on a regular basis through Arval and BNP Paribas Pulse Surveys and shared to foster awareness and learn from each other.

This Commitments Charter provides guidelines to all Arval Group entities. Each entity within Arval can define **and implement its own diversity action plan and roadmap** to move forward according to local context and priorities and bring this Commitments Charter to life.

This Commitments Charter seeks to provide a **“Good place to work”** environment that facilitates and strengthens equal opportunity, non-discrimination, Diversity, Equity and Inclusion for Arval employees.

Creating a safe, respectful and inclusive place to work will allow our employees to successfully contribute to meeting the Arval Beyond objectives and help us achieve sustainable business results.



Arval ExCO Members - June 2023



Arval BNP Paribas Group – June 2023 – Design: Blend.fr

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