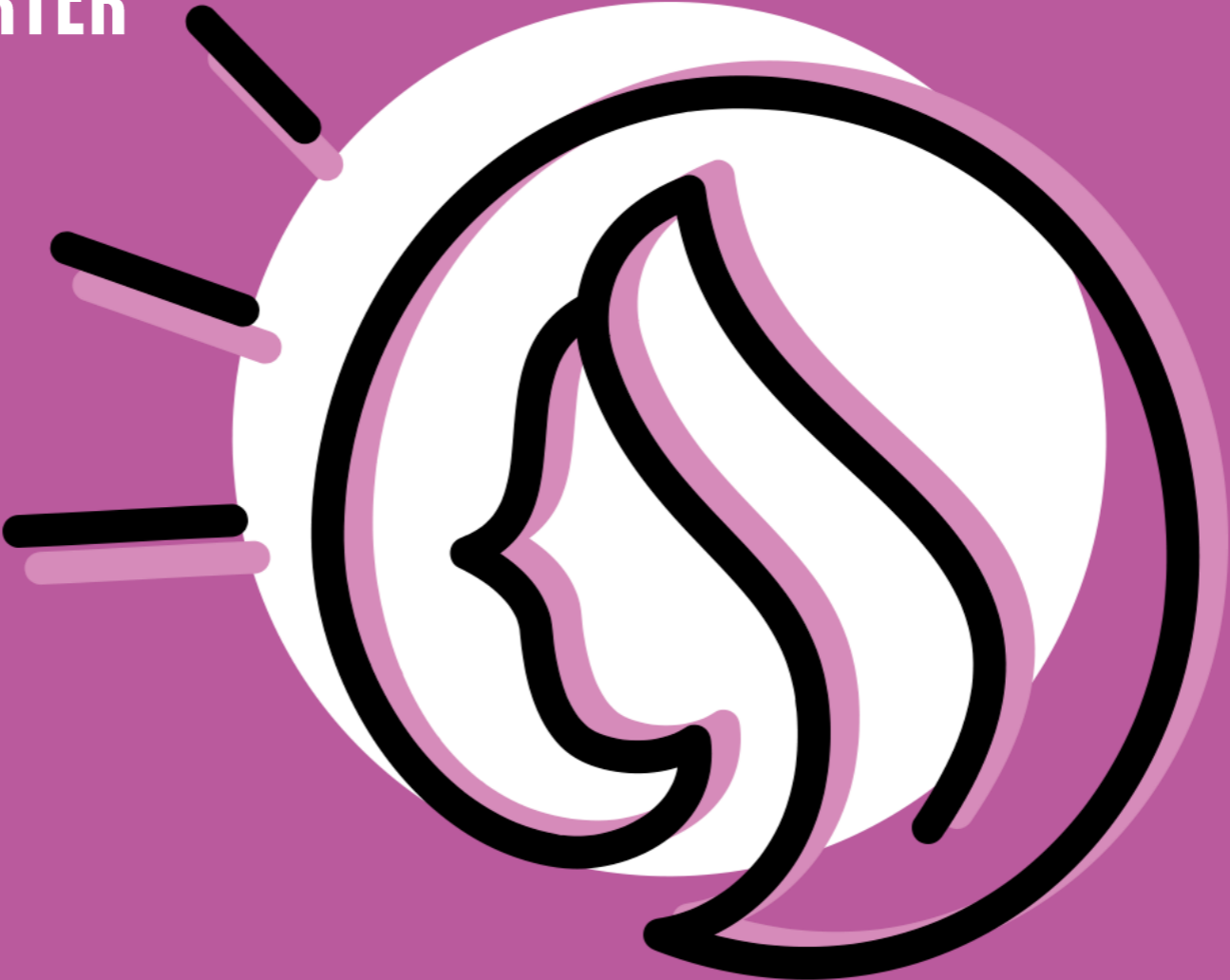


WOMEN IN ACTION CHARTER

7 COMMITMENTS

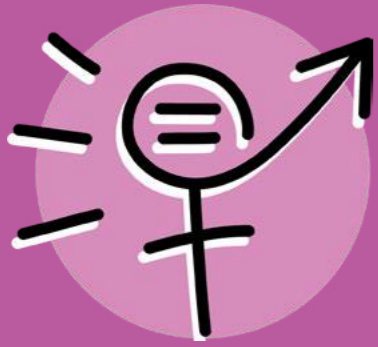


JULY 2022



ARVAL
BNP PARIBAS GROUP

For the many journeys in life

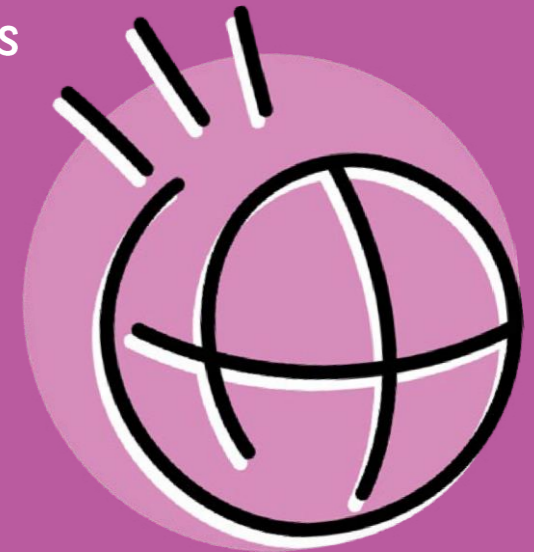


WOMEN IN ACTION CHARTER

As an international company, we believe that Diversity is the foundation for a great managerial and corporate culture. Arval is committed to offering equal opportunities irrespective of gender, by addressing the gender pay gap and encouraging women into more senior roles.

This charter is the result of a collaborative work of the participants of the Women in Action Programme and men colleagues.

OUR 7 COMMITMENTS



CULTURE

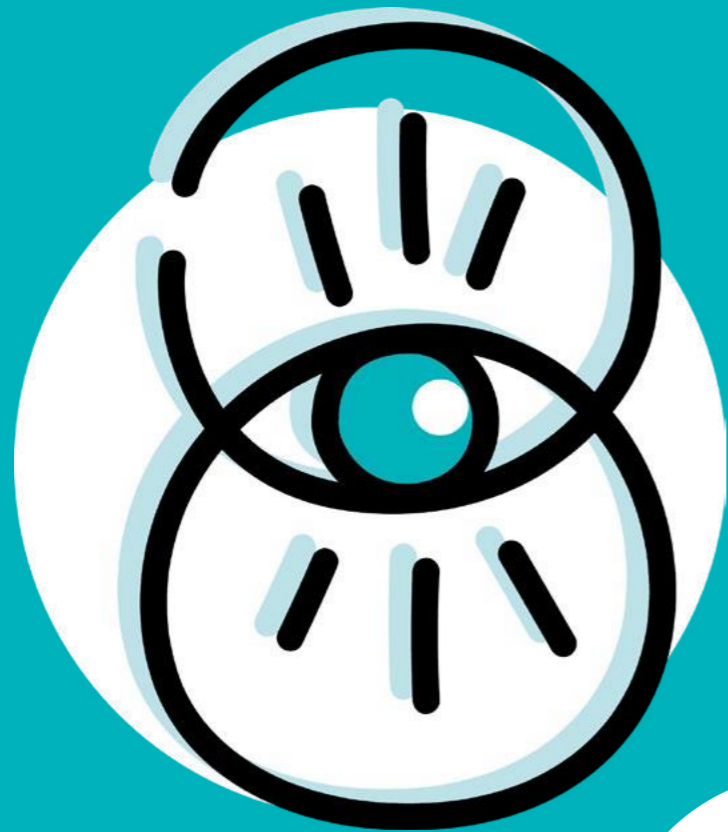
We are committed to always supporting and promoting diversity & inclusion at Arval, as an integral part of our code of conduct, in everything we do, internally and externally.

We can all benefit from a diverse workplace and workforce.

We can gain new and fresh ideas from different people and that secures a **multicultural approach and a culture of sharing and learning**. We will sustain awareness and company culture through training and coaching everyone on unconscious bias and language evolution to avoid stereotypes. A specific communication on diversity KPIs at all levels should be implemented.

COMMITMENT 1 | 7





FOCUS ON:

Willis Towers Watson



AN EVERY OTHER YEAR
SALARY SURVEY

TRANSPARENCY

We are committed to achieving salary equality at all levels at Arval. Same function, same responsibility, same salary. Being transparent about our progress is key to encourage change.

Arval will make an honest assessment of its salary situation at country level in order to set clear guidelines and compensation policies.

Arval will share the progress made on a regular basis.

COMMITMENT 2 | 7



AWARENESS

We are committed to sharing information and making every employee at Arval aware of gender equality.

It is important to **identify what the roadblocks to gender equality are** and how to communicate on these challenges. Ambassadors, i.e. women who have already participated in the WOMEN IN ACTION programme, should **share their experience with colleagues**, and make them aware and responsible.

COMMITMENT 3 | 7



7 CONFERENCES ON
GENDER EQUITY IN
2022, MENTORING
PROGRAMME...

REPRESENTATION

We are committed to giving more share of voice to women at Arval. Our company is an egalitarian place for women and men in action.

Arval will make women shine by increasing opportunities for leadership by women, and by giving them greater visibility at internal and external events. It is closely related to the "**#JamaisSansElles**" (*Never without her*) charter, that promotes gender diversity across all sectors of society, proposing concrete actions to contribute to a better balance and representativeness together with visibility for women in decision-making structures and positions with **high-level responsibilities and representative roles.**



AMBITION 2025:
40% OF WOMEN IN ARVAL
COUNTRIES COMEX
40% OF WOMEN IN SENIOR
MANAGEMENT POSITIONS




CAREER

We are committed to achieving a fair gender balance and support women in their career progression. Arval has to increase the proportion of women in Senior Position / official governance bodies and in talent programmes with the aim of achieving parity.

Arval will systematically share open positions, especially Executive Committee vacancies, and communicate on the appointment of **women in senior positions**.

We are committed to hiring more talented women and setting up diversity rules in the recruitment process.

See our **guidelines** about recruiting without

 any discrimination

COMMITMENT 5 | 7



AMBITION 2025
50% OF WOMEN
IN TALENT
PROGRAMMES

>30% OF WOMEN
IN THE SHORT LIST



WOMAN IN ACTION
5 WOMEN PROMOTED
AFTER THE 1st EDITION



LEARNING & SKILLS DEVELOPMENT

We are committed to providing women with mentoring and coaching sessions, and giving them the opportunity to raise their self-confidence and develop their career.

We strongly believe that **dedicated coaching and mentoring support** are key to boost women's development.

COMMITMENT 6 | 7



PARENTHOOD

We are committed to implementing working habits that are more responsible.

Arval needs to **promote an inclusive parental leave policy worldwide. Part-time work should be facilitated to grant flexibility to women coming back from maternity leave.** This absence should not stop women's career, but on the contrary enhance it!

COMMITMENT 7 | 7



PATERNITY LEAVE
6 PAID DAYS
RECOMMENDED



MATERNITY LEAVE
MIN. 14 WEEKS IN ALL
GROUP'S COUNTRIES