

PRESS RELEASE

## ARVAL LAUNCHES ITS EMPLOYEE VALUE PROPOSITION: “ARVAL, A PLACE FOR PEOPLE IN ACTION”

Arval, a leading multi-brand provider of full service car leasing solutions, employs 7,000 employees in 29 countries. In a world with changing mobility needs, Arval is committed to always developing new innovative solutions. Adapting its Human Resources vision to the business environment, Arval faces the triple challenge to be visible, different and attractive. Over the last three years, Arval has increased the number of its employees by more than 25%.

Together with the Arval Human Resources community and through the work of some focus groups from various countries, Arval has worked on designing what is so appealing about the company and has built its Employee Value Proposition to give employees the resources they need in order to:

- **Bring forward new ideas: Stimulating people in action.** Arval believes in adopting a startup mindset and agile methodology to be able to succeed in delivering tomorrow's mobility challenges through innovative and sustainable solutions for its customers.
- **Deliver performance: Empowering people in action.** Through rich and diverse missions, Arval employees get full responsibility, agility and high level of autonomy in a collaborative environment with team spirit and open-minded attitude. Digital transformation is driven by 4 elements:
  - Technology – the right equipment for the right people
  - Digital usage – the right collaborative tool for the right usage
  - Mobility – Enable staff to access Arval data, systems and tools anytime and from anywhere
  - Mindset – Develop digital acculturation of employees to foster Arval's digital transformation as well as staff's satisfaction and productivity
- **Grow: Inspiring people in action.** Learning continuously new skills, developing dedicated training for talents (Arval Talent Care Programme) and offering opportunities for internal promotion are essential components of the Arval policy. The One Arval Academy takes an active role in delivering the right training to Arval employees and developing a strong learning culture.

These three pillars support a single employer promise: “**Arval, a place for people in action.**”



**ARVAL**  
BNP PARIBAS GROUP

**We care about cars.  
We care about you.**

*“The Arval community is proud to be a place for employees to thrive in a dynamic and international environment. We are committed to working all together to make this company a place for people in action”* declares Bernard Blanco, Arval HR Director.

**Read more about the three pillars and discover job opportunities at Arval all around the world: [www.arval.com/careers](http://www.arval.com/careers)**

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### **About Arval:**

Founded in 1989 and fully owned by BNP Paribas, Arval specialises in full service vehicle leasing. Arval offers its customers – large international corporates, SMEs and professionals – tailored solutions that optimise their employees’ mobility and outsource the risks associated with fleet management. Expert advice and service quality, which are the foundations of Arval’s customer promise, are delivered in 29 countries by over 6,500 employees. Arval’s total leased fleet adds up to 1,103,835 vehicles throughout the world (December 2017).

Arval is a founding member of the Element-Arval Global Alliance, the longest standing strategic alliance in the fleet management industry and the worldwide leader with 3 million vehicles in 50 countries. Within BNP Paribas, Arval belongs to the Retail Banking core activity.

[www.arval.com](http://www.arval.com)

### **About BNP Paribas:**

BNP Paribas is a leading bank in Europe with an international reach. It has a presence in 73 countries, with more than 196,000 employees, including more than 149,000 in Europe. The Group has key positions in its three main activities: Domestic Markets and International Financial Services (whose retail-banking networks and financial services are covered by Retail Banking & Services) and Corporate & Institutional Banking, which serves two client franchises: corporate clients and institutional investors.

The Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realise their projects through solutions spanning financing, investment, savings and protection insurance. In Europe, the Group has four domestic markets (Belgium, France, Italy and Luxembourg) and BNP Paribas Personal Finance is the European leader in consumer lending.

BNP Paribas is rolling out its integrated retail-banking model in Mediterranean countries, in Turkey, in Eastern Europe and a large network in the western part of the United States. In its Corporate & Institutional Banking and International Financial Services activities, BNP Paribas also enjoys top positions in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific.

[www.bnpparibas.com](http://www.bnpparibas.com)



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