

TOP EMPLOYER A RIGOROUS AND DEMANDING CERTIFICATION PROCESS

1 SURVEY

• JUNE:

BNP Paribas receives
+ than 350 QUESTIONS
divided into **20** TOPICS



Our HR teams draw up a comprehensive inventory of all HR practices expected by Top Employers and then send it to the Top Employers Institute.



TOPICS ASSESSED BY TOP EMPLOYERS INSTITUTE

STEER

- Business Strategy
- People Strategy
- Leadership

SHAPE

- Organisation & Change
- Digital HR
- Work Environment

ATTRACT

- Employer Branding
- Talent Acquisition
- On-boarding

DEVELOP

- Performance
- Career
- Learning

ENGAGE

- Well-Being
- Engagement
- Rewards & Recognition
- Off-Boarding

ASSEMBLE

- Values
- Ethics & Integrity
- Diversity & Inclusion
- Sustainability

2 VALIDATION

• BETWEEN SEPTEMBER & OCTOBER:

At the end of the survey, the HR teams present our HR practices to an external auditor.

This presentation enables the external auditor to obtain further details on **10%** of the practices declared. **Top Employers Institute thus verifies that the responses provided faithfully reflect the company's practices and then validates them or not.**



SELECTION OF HR PRACTICES TO BE FURTHER ANALYSED DURING THE PRESENTATION IS BASED ON :



Changes in responses from one year to the next



Implementation of new practices



HR trends for the year

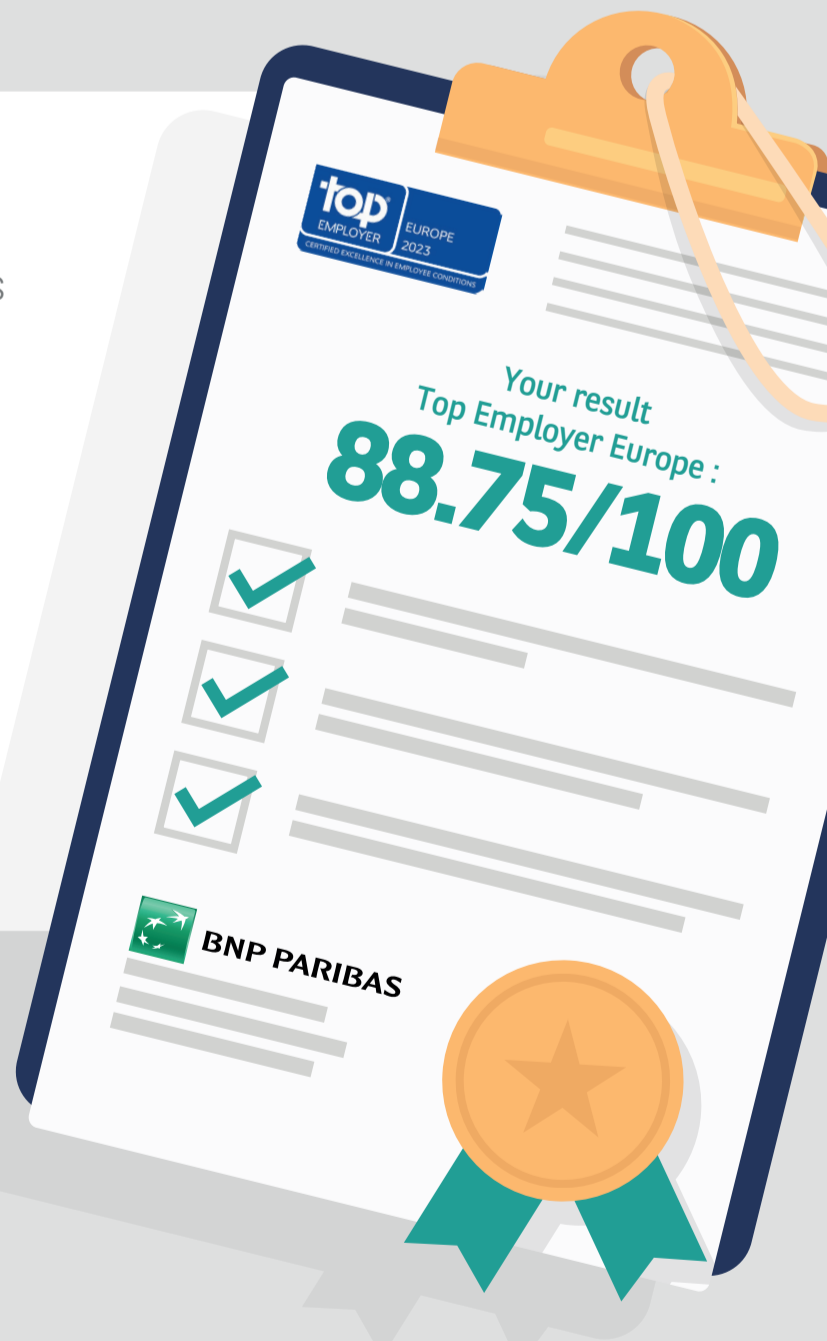
3 CERTIFICATION

• NOVEMBER:

BNP Paribas receives its results from Top Employers Institute. To obtain a certification, a minimum overall score of 60/100 is required.



«A company certified as Top Employer in more than one country of the same region obtains regional certifications, in addition to its national certifications.»



4 FEEDBACK

BNP Paribas receives feedback on their results along with benchmark data and insights.



BNP PARIBAS

GHR
Group Human Resources



BNP PARIBAS

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world