

## PRESS RELEASE

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# Diversity Label for CNP Assurances renewed for second time

**In 2009, CNP Assurances was one of the first companies to receive the Diversity Label. The Group's proactive policy in terms of promoting diversity and non-discrimination has been recognised twice since then: the Diversity Label was renewed for the first time in 2012, and then extended by four years today.**

Issued by AFNOR, the Diversity Label aims to promote diversity and prevent discrimination, particularly in human resources management. To that end, it is meant to promote best practices in terms of recruitment and professional development in companies.

This distinction is an official recognition of the HR best practices at CNP Assurances. The system that the company has put in place has reached a high maturity level and continues to be effectively implemented, according to AFNOR. Most of the criteria that the association has set for obtaining the label are even considered to be at the "excellent" level.

Reviewing and improving all RH processes is one of the strong points of this approach. Many actions have been taken in recent years to reach this objective:

- New recruitment methods based on skill assessment
- Introduction of a reception and integration programme for new entrants
- Overhaul of the annual assessment and performance appraisals and introduction of periodic career/professional interviews
- Raising awareness of stereotypes and non-discrimination through e-learning for nearly 80% of employees
- Training for nearly 80% of managers in "diversity management"
- Creation of a "Psychosocial Risks" group and an internal social mediation system
- Creation of a "Diversity" steering committee.

CNP Assurances' policy in terms of fighting discrimination and promoting diversity has given rise to company agreements (professional gender equality, "generation contract" action plan, employment of persons with disabilities, trade union resources) which contain quantified targets and action plans.

Its results can be seen from several indicators:

The strong mobilisation of all internal actors and its partners made it possible to reach an overall employment rate for disabled persons of 6.4% at 31 December 2015, an increase of more than one percentage point from 2014.

At end-2015, women accounted for 61% of the permanent contract staff, and 51% of them have manager status. Since 2014, women have made up 39% of the Board of Directors and 38% of the Executive Committee.

In 2015, CNP Assurances Group ranked eighth in the annual award for French companies with the highest percentage of women.

The employment rate for seniors (over 55 years old) on permanent contracts was 21% at end-2015, and that of young people (under 30 years old) was 4%. Close to 70 young people under 30 years old have been recruited on permanent contracts in the last two years. There are more than 100 work-study contracts in the staff.

In June 2015, CNP Assurances joined the "Our Neighbourhoods Have Talent" operation to support the integration of young job-seekers with at least four years of higher education, who are under 30 years old, from priority neighbourhoods or disadvantaged social backgrounds, by offering them a programme where they are mentored by experienced managers and directors within the Group. The first results at end-2015 were very encouraging: more than 60 youth were mentored, 18 of whom were hired.

*"The renewal of our Diversity Label for the second time is an encouragement to establish a real anti-discrimination policy and shows the maturity of our commitment to promoting diversity and equal opportunities and to overcoming stereotypes. Our differences are what make us strong, and it is through the diversity of our talents that CNP Assurances will continue to be an agile and innovative company serving our partners and policyholders,"* says Bérengère Grandjean, Human Resources Director at CNP Assurances.

## About CNP Assurances

CNP Assurances is France's leading personal insurer with net profits of €1,130 million in 2015. The Group also has operations in other European countries and in Latin America, with a significant presence in Brazil. It has more than 36 million personal risk/protection insureds worldwide and more than 13 million savings and pensions policyholders. For 160 years, CNP Assurances has been protecting people against the risks of everyday life. The Group designs and manages life insurance, pension, personal risk insurance and protection products (term creditor insurance and health insurance).

- In France, CNP Assurances distributes its individual insurance products through La Banque Postale and the Caisses d'Épargne, as well as through its own network: Amétis. In Brazil, its second largest market, the Group's partner is Caixa Econômica Federal, the country's second-biggest state-owned bank.
- In group insurance, CNP Assurances crafts tailor-made personal risk, pension and term creditor insurance products that are aligned with the needs of companies, local authorities, mutual insurers, non-profit organizations, and banks in Europe and Latin America.

CNP Assurances has been listed on the Paris Stock Exchange since October 1998 (the first market) and has a stable shareholder structure thanks to the signing of an agreement between its major shareholders (Caisse des Dépôts, La Banque Postale, Groupe BPCE and the French State).

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