

Paris, 21 November 2017

## CNP Assurances receives gold medal at Victoires des Leaders du Capital Humain awards



Bérengère GRANDJEAN  
Directrice des ressources humaines de  
CNP Assurances

**CNP Assurances received a gold medal for its HR policy in the banking, finance & insurance category and a silver medal for its training policy at the 4th Victoires des Leaders du Capital Humain. The awards recognise the company's successful transformation strategy.**

Held on 14 November 2017 in Paris by Leaders League, publisher of *Décideurs* magazine, the Victoires des Leaders du Capital Humain was particularly rewarding for CNP Assurances, which received a gold medal in the banking, finance & insurance category for its transformation and its DIALOG approach, which places employees and customers at the centre of its strategy. The firm's transformation resulted in the signing of two key agreements: its first GPEC agreement on Forward jobs and skills management (FJSM) in November 2016, and a Quality of life at work agreement in February 2017. Signed for a period of three years, these agreements aim at supporting the firm's digital acceleration and the development of its business model and regulatory environment.

The implementation of the DIALOG approach to management coordination at CNP Assurances was singled out for praise by the judging panel of the Victoires des Leaders du Capital Humain. This agile approach encourages discussion within teams, between managers and their teams, and between employees. It has been developed around a listening

solution that entails sending a short triannual online quality of life questionnaire to all employees. Topics include workload, manager-employee relationships and the workplace atmosphere. Teams are encouraged to talk through the results in order to decide on improvement actions and ways to sustainably implement practices with a positive impact. The special support plan drawn up for the approach, which was launched in November 2016, included workshops for managers. Actions to encourage employees to express their opinions will also be implemented as part of this initiative.

The firm's new management training programme was awarded a silver medal at the Victoires des Leaders du Capital Humain.

## About CNP Assurances

CNP Assurances is the leading personal insurer in France with net profit of €1.2 billion in 2016. The Group is also active in Europe and Latin America, with a strong presence in Brazil. It has more than 35 million personal protection policyholders worldwide and more than 14 million in savings and pension plans. For 160 years, CNP Assurances has been protecting people against the risks of everyday life. We design and manage life insurance, pension, personal risk and protection products, including credit protection insurance and health insurance.

- With respect to personal insurance in France, CNP Assurances markets its products via La Banque Postale and the Caisses d'Épargne, as well as through its own network, Amétis. In Brazil – its second market – the Group is a partner of Caixa Econômica Federal, the country's second largest state-owned bank.
- With respect to group insurance, CNP Assurances designs bespoke products in the fields of health and protection, pensions and credit protection insurance designed to meet the needs of companies, local authorities, mutual insurance companies, associations and banks, in both Europe and Latin America.

CNP Assurances has been listed on the Paris Stock Exchange since October 1998 (Premier Marché) and relies on a stable shareholder base embodied by a pact signed between its main shareholders (Caisse des Dépôts, La Banque Postale, Groupe BPCE and the French state).

### Press contacts:

#### CNP Assurances:

Florence de Montmarin | +33 (0)1 42 18 86 51

Tamara Bernard | +33 (0)1 42 18 86 19

[servicepresse@cnp.fr](mailto:servicepresse@cnp.fr)

*Follow us on:*

