

PRESS RELEASE

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CNP Assurances signs its second GPEC agreement to support its transformation

With this second GPEC agreement (career and skills management programme), CNP Assurances is stepping up its commitments to support its transformation by developing its employees' skills and promoting new forms of mobility.

On 15 February 2019, CNP Assurances bolstered its commitments to jobs and professional careers by entering into its second GPEC agreement with three trade union organisations representing the company (CFDT, CFE-CGC and UNSA) for 2019 to 2021.

The first GPEC agreement, signed in 2016, made it possible to perpetuate a policy of work-linked training and initiate a rejuvenation of the age pyramid, to keep the over-50s in employment, to constitute a platform based on a renewed skills approach and to promote internal mobility as a means of professional development.

This second agreement aims to accentuate the dynamics involved by placing them in the new contexts of business and regulation..



As a digital company, CNP Assurances is using this second GPEC agreement to step up its commitments to supporting its transformation and the development of its employees skills and job functions. Under it, employees can enjoy new experiences, such as mobility through being posted on assignment to other areas of the Group or to partner start-up companies, as well as on-the-job tutoring.

Bérengère Grandjean
HR director, CNP Assurances

Rejuvenating the company's age pyramid

To rejuvenate the age pyramid, the agreement provides for the hiring of around a hundred young people (under the age of 35) in three years, including 50 in 2019.

At the same time, new measures are planned for the seniors aged 55 and over to ensure that they, like the rest of the company, have access to training, support their retirement or help them prepare for their retirement.

. For example, the scheme to help people prepare for the ends of their careers that was in the first GPEC agreement is being continued: under the scheme, for a period of between 12 and 24 months before eligible employees retire, they can modify their working hours and receive 80% of their salary for the whole period, working full-time for the first 6 or 12 months, and then not work for a period of 6 to 12 months. Furthermore, the company undertakes to increase the lump-sum payment that employees over the age of 65 receive on retirement and hire a young person on a permanent contract to replace them.

Boosting people's professional careers and developing their skills

To develop its employees' skills, CNP Assurances is extending its tutoring policy. One of its new initiatives involves creating a new on-the-job tutoring position which is in line with its policy of expanding training options for people in work, and in compliance with France's new "Avenir professionnel" law designed to give people more freedom in their professional lives. Under this new agreement, the tutoring will cover all job functions which have now all been identified in order to support the transformation.

The Group also encourages mobility by offering occasional assignments within the Group and its subsidiaries, as well as with start-ups, particularly those in which it has invested. In this case, it is a question of helping cross-fertilise employees' skills. The agreement also features a new "in-placement" support scheme to help employees realise their mobility wishes.

Finally, to encourage social dialogue, the new agreement also seeks to capitalise on experience acquired as part of a trade union representative mandate, establishing it within the framework of a professional career.

About CNP Assurances

CNP Assurances is the leading personal insurer in France with net profits of €1.367 billion in 2018. The Group is active in Europe and Latin America, with its secondary market strongly positioned in Brazil.

It has more than 37 million personal protection policyholders worldwide and over 14 million in savings and pension plans. Insurer, co-insurer and reinsurer, CNP Assurances designs innovative retirement and savings solutions. They are distributed by many partners and are adapted to their distribution modes, from physical networks to platforms that are 100% online, and the needs of customers in each country.

CNP Assurances has been listed on the Paris Stock Exchange since October 1998 and relies on a stable shareholder base (the Caisse des Dépôts, La Banque Postale, the BPCE Group and the French state).

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