

Up to three days of teleworking a week...

CNP Assurances signs an agreement on the Quality of Work Life for 2020-2023

CNP Assurances and all the staff representative organisations signed a second agreement on the Quality of Work Life (QWL). This agreement is based on conclusions drawn about QWL in February 2017 and demonstrates the company's desire to promote a more open, inclusive and collaborative world by focusing on improved efficiency and on individual and collective success. Telework is being extended.

The new QWL agreement – which applies to all CNP Assurances employees in France from 2020 to 2023, regardless of their work contract, seniority or position at the company – echoes the company's transformation as a result of the digital revolution, in particular. The digital revolution has fostered paperless processes, promoted mobile and agile work methods and encouraged telework. Telework became the norm during lockdown, with 98% of head-office staff ensuring business continuity remotely to serve the company's customers and partners. During the same period, the company launched an initiative (New CNP) to test new methods for innovation, equipment and synergy-building between the business lines.

The main ideas of the new agreement are:

- Working together: co-building and cooperating in an environment in which we are open to ideas and to each other. This principle involves preparing and providing assistance for transitioning the staff environment (the head office will be relocated in the second half of 2022), launching telework for everyone according to broader and more flexible terms (up to three days a week) and promoting environmentally-responsible and soft mobility by subsidising "alternative" transport in addition to or instead of the current subsidy for public transport.

In addition to extending telework, the company plans to roll out measures to safeguard the right to disconnect and to prevent the risk of hyperconnectivity through individual and collective awareness-raising initiatives (such as pop-ups and self-assessment tools) to make sure everyone watches their screen time.

- Promoting a place for one and all: CNP Assurances has consistently been a signatory of collective agreements on gender equality in the workplace since 2005. The principles of these agreements are etched in the company's corporate DNA. Its ranking on the French gender-equality index (99%) is a testament to how far CNP Assurances has come in this area. The new QWL agreement includes new commitments to keep this ranking and achieve a greater gender balance within management bodies. It also aims to better reconcile employees' work lives and personal lives through initiatives for parents (parental leave increased to 22 days, additional leave for single-parent families, larger subsidies for private individuals who employ someone for personal services) and family caregivers (leave donations matched by employers), and to demonstrate and pursue the recruitment and retention policy for people with disabilities.

To manage the initiative better and to enhance it as needed, an annual QWL survey will be conducted amongst all employees in order to assess related practices and systems and continue examining the possibilities for improving working conditions.

Bérengère Grandjean

Human Resources Director of CNP Assurances



"This second QWL agreement bears witness to the significant transformation of our company, which has demonstrated its ability to adapt and achieve business continuity remotely to serve its customers and partners during the COVID-19 epidemic. This second agreement is based on the successes of the first, hailing a new collaborative approach for the company in order to define future work spaces and lifestyles before we move our Île-de-France teams to the new head office in Issy-Les-Moulineaux in the second half of 2022".

About CNP Assurances

A leading player in the French personal insurance market, CNP Assurances operates in 19 countries in Europe and Latin America, where it is very active in Brazil, its second largest market. As an insurance, coinsurance, and reinsurance provider, CNP Assurances designs innovative personal risk/protection and savings/retirement solutions. The company has more than 38 million insured in personal risk/protection insurance worldwide and more than 12 million in savings/retirement. In accordance with its business model, its solutions are distributed by multiple partners and adapt to their physical or digital distribution method and to the needs of customers in each country.

CNP Assurances has been listed on the Paris Stock Exchange since October 1998. The Group declared a net profit of €1.412 billion in 2019.

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