



BNP PARIBAS

Sector: *Financial services*

Employees: *200,895*

Annex: The COP describes policies and practices related to engagement with local authorities the company's government relations in high-risk or conflict-affected areas.

Description and implementation process:

At BNP Paribas Investment Partners, the Investment branch of the BNP Paribas Group, THEAM is the partner which specialises in systematic, guaranteed, alternative indexed management. This is a fund management technique designed to achieve a performance as close as possible to an index corresponding to the management objective. THEAM passed another milestone in 2013 in its position as Responsible Investor by being the first player in the industry to adopt the MSCI ex. CW indexes (MSCI ex. Controversial Weapons), by excluding all companies implicated in controversial arms activity as reference indexes for a range of transparent funds.

This initiative, which took effect 16 January 2014 is part of the larger Responsible Investor programme of BNP Paribas Investment Partners (BNPP IP) and the recommendations of the French Management Association regarding the setting-up, for management indexes, of a policy of exclusion of companies implicated in cluster bombs and anti-personnel landmine activity. It is also the result of discussions with the NGO Handicap International.

Challenges encountered and response(s) provided:

BNP IP excluded producers of controversial arms at the end of 2010 from all of its assets in accordance with BNP Paribas' sectorial policy. Afterwards, THEAM focused on identifying ways to exclude controversial securities from all indexed portfolios managed by physical replication. THEAM achieved this objective thanks to the means put in place by its index management team to reconcile quality management with CSR.

BUSINESS CASE

Before validating the choice of indexes excluding controversial arms, THEAM first analysed the MSCI index methodology by comparing them to their traditional version, and then consulted its clients on the possibility of using these indexes in its Parworld Track range. This was very well-received by the majority of clients, and THEAM was very quickly able to initiate the process of migrating its compartments to the MSCI ex. CW indexes.

Impact and results:

This major step forward in the application of the exclusion principles in index management has strengthened one of the components of BNPP IP's CSR programme – to promote and develop investment solutions with high social value. It complements the numerous other BNPP IP initiatives, with especially the integration of ESG criteria to all collective asset management and confirms our commitment to CSR and our long-term programme for the widening of SRI", declared Anthony Finan, CSR delegate for BNPP IP.

Links to reference documents / Links for more information:

Link to the press release on the easyetf.com website: [Click here.](#)



Sector: *Aerospace & Defense*

Employees: 13,648

Annex: The COP describes policies and practices related to the company's core business operations in high-risk or conflict-affected areas.

Description and implementation process:

DCNS prepares its expatriates and their spouses for the best possible integration into their country of work. A programme is proposed including training with regard to the inter-cultural dimension, language courses in the country, support for the spouse's professional and family integration and specific training for managers concerning managerial relations in the country.

The training course is organised as a collective course for the couple, i.e., with all expatriates arriving in the same period in the same country.

The training course covers the understanding of cultural differences and provides advice for understanding social and professional practices. This training course is accompanied by a module on security-related aspects. For managers, the training course also addresses the country's managerial practices to adjust management and communication style with local teams.

Challenges encountered and response(s) provided:

The integration programme is offered to employees on long-duration business trips, in the form of conferences, and to expatriates, initially in the form of individual training sessions and now in a collective format. The programme has been very successful. It should be noted that in a few cases this has allowed for the detection of a need for additional support or even an alert concerning a potential difficulty with regard to the expatriation in itself. This is resolved by individual support in collaboration with the training body.



Impact and results:

This programme has been applied to all expatriates (200 individuals) since 2008 and more recently to employees on long-duration business trips (several hundred persons) for all countries in which we operate (India, Brazil, Malaysia, Russia, Saudi Arabia, Canada, and Netherlands).

An e-learning programme, encompassing Ethical, Compliance and Human Rights areas, will start in 2015 and will address 6500 individuals.