

UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES: 2017 REPORT

In 2016, Frédéric Oudéa signed the UN Global Compact's Women's Empowerment Principles, applicable Group-wide, which commit their signatories to making progress on promoting gender balance in the workplace, in the economic ecosystem and within the community. This charter was also signed by Societe Generale in the Middle East to anchor this commitment with local partners. Numerous initiatives have been undertaken on this topic across the Group. Societe Generale hereby publishes a first report on these initiatives.

Principle 1, prerequisites for signing the charter: establish high-level corporate leadership for gender equality

The Group has made it a priority to promote women and international profiles to positions of responsibility and seats within the Bank's management bodies.

The aim is to have over 40% women within the Strategic Talents pool by 2020. As at 1st January 2018, the Board of Directors comprised seven women and seven men, i.e. 50% women. The Diversity Committee, made up of members of the General Management and heads of business units and service units, is monitoring the progress of women representation. A new plan on Diversity and Inclusion was presented to the Diversity Committee in 2017. The plan was built from workshops and interviews conducted within the Group and externally and it will leverage on the Group's geographic footprint and the strength of our internal processes.

Starting in 2018, the Management Committee, i.e. 63 top executives of the Group, will have collective objectives and variable compensation based on Societe Generale's ranking from the global corporate sustainability assessment by RobecoSAM extra-financial rating agency, which will incorporate 25% social questions, including professional gender equality.

The Group's diversity policy is implemented locally through specific measures and collective agreements. For instance, in the United States and in Asia, the Diversity & Inclusion Councils implement the regions' strategy on equal opportunities. In France, an agreement on gender equality was signed in 12/2015 with staff representation bodies and it requires from the Group to issue an annual review of a set of targets relating to gender equality. In Luxembourg, the "Equal opportunities for men and women" project approved and supported by the Ministry of Equal Opportunities aims to ensure equal treatment, equality in decision-making and work-life balance.

Beyond local actions, the Group's Code of Conduct, which founds our corporate culture, incorporates the fundamental principles of respect for human and social rights, non-discrimination and diversity. Starting 2018, the internal rules of Societe Generale SA in France include the framework against sexual harassment and sexist actions.

Principle 2: treat all women and men fairly at work – respect and support human rights and non-discrimination

The Group and each of its sites prohibit discrimination against staff and candidates for employment. Ensuring non-discrimination in recruitment has been part of internal controls since 2013. The agreements on equality in the workplace at Societe Generale SA in France have therefore made it possible to earmark EUR 14.4 million since 2008 to correct nearly 8,300 instances of pay gaps between men and women doing equivalent jobs or at equivalent managerial or seniority levels within the company. Another EUR 1.7 million will be allocated for the same purpose in 2018. In addition, the salaries paid to our employees are governed by internal policies and they guarantee a decent remuneration for all.

Some HR processes are key levers for advancing gender balance in the company, especially succession plans and the identification of Strategic Talents (40% of which are women in 2017). The management of leaders in the Group comprehends monitoring the promotion of women in the pool of leaders and in key positions. At the end of 2017, 44% of managers, 21% of the Management Committee and 23% of senior executives were women.

The Group has also set up a comprehensive program on quality of life at work (*Life at Work*, Group scope), including the promotion of teleworking, flexible working hours and a charter on work-life balance signed by the General Management. In France, in the United States and the United Kingdom for example, Societe Generale contributes financially to maternity, paternity and adoption leave beyond the legal obligations. It also gives access to benefits in favor of gender equality (childcare, help for seniors...) and the wage situation of women returning from maternity leave is reviewed.

Principle 3: ensure the health, safety and well-being of all women and men workers

The Group relies on a global risk management system that integrates health, safety and social risks, prevention plans and audits. Actions on stress and psycho-social risks are carried out in various Group entities. In addition, a whistleblowing system is in place to report cases of abuse, harassment and violence in the company.

Most of the Group's entities offer social benefits for health coverage that go beyond local regulatory requirements. Some entities distribute a guidebook to each employee, which includes all her/his rights and duties. Others have implemented programs on health (breast cancer screening for employees and employees' wives in SG Morocco for example) and on maternity, aimed at increasing the return of women after maternity leaves and informing women about internal rights and policies related to maternity. All employees have annual leave days and Societe Generale in France offers days off for sick children which are equal for men and women.

Beyond this, safety training, psycho-social risk training and awareness programs on unconscious bias are provided, in addition to the deployment of prevention campaigns on moral and sexual harassment.

Principle 4: promote education, training and professional development for women

Societe Generale group has set up comprehensive development programs for women (WILL program for female Strategic Talents, *Front Women Development* in investment banking, EVE program common to other companies, IT4GIRLS in IT departments...), which promote women to management positions and seek to develop the presence of women in historically male professions (financial engineering, IT, data analysis ...). These programs include mentoring, coaching and co-development.

Many local and transnational initiatives for education, training and development of women exist in the Group and they include: women's networks supported by the Group (2,400 members and local champions in various locations), conferences on economic and financial education (for example, a club for women's financial education was set up by SG in the Middle East), training and webinars on non-discrimination, programs connecting women with the company during their maternity leave (for example, the program *Keep in touch* in corporate and investment banking), as well as events gathering female employees from across all Group's sites, dedicated to discussions on the promotion of women.

Finally, through the Societe Generale Foundation, the Group supports organizations promoting girls' education and it offers employees the opportunity to sponsor high-school girls and carry out skills sponsorship outside the company (with organizations like Capital Girls, City Gateway...).

Principle 5: implement business development, supply chain and marketing practices that empower women

In its supply chain, Societe Generale group has implemented the *Positive Sourcing Program 2018*, which seeks to develop diversity in suppliers' staff. It incorporates mandatory social responsibility criteria in tenders and it evaluates extra-financial performance of suppliers, through mapping of environmental and social risks (including human rights), progress plans and audits.

Peer groups have also been set up in various Group entities (*Women in Energy Asia*, *Financi'elles* network, *Women Hackathon*, *Women in MARK*, *Mark me up...*).

In addition, Societe Generale develops financial products and services, which target female clients or promote gender equality in daily banking and insurance products ("Elles" cards, purse theft insurance, breakdown cover at home...) or Socially Responsible Investment indices (SRI) focusing on the promotion of gender equality at work (for example the "ELLE" ETF, launched by LYXOR, which invests in stocks of the "Solactive Gender Equality world" index).

Principle 6: promote equality through community initiatives and advocacy

Societe Generale group promotes gender equality through:

- the actions of its corporate foundation, which invests in communities for the empowerment of girls and women;
- internal and external communication (women's days, showcasing women in the workplace, conferences on parenting as part of the *Life at Work* workplace wellness program, multiple events organized by women's networks in the Group...);
- commitment with players working on women's rights (integration of SG Dubai in the UN Global Compact office



for WEPs in the United Arab Emirates, participation in the actions of the Dubai Business Women Council, Middle East Diversity & Inclusiveness Think Tank, *Collège des Directeurs du Développement Durable*, CSR Observatory in France ...).

Societe Generale stock is also included in international indices, like the Dow Jones Sustainability Index (DJSI) World and Europe, FTSE4Good, Euronext Vigeo, Ethibel, STOXX, as well as in the Pax Ellevest Global Women's Index Fund since 2015. The Group has been ranked 14th worldwide by Equileap's global survey on gender equality in 04/2017.

Principle 7: measure and publicly report on progress to achieve gender equality

Societe Generale reports on its actions in favor of gender equality in its [annual registration document](#), in its [CSR report](#), on the [corporate website](#), and on its social report on the French scope. These reports include indicators differentiated by gender.

In addition, the Group has set quantitative targets and a set of indicators to measure the performance of actions on gender equality. These are reviewed by several internal governance bodies, including the Compensation Committee, the Nomination and Corporate Governance Committee and the Diversity Committee, which bring together senior management, business unit and service unit executives and experts on each topic.