

SOCIETE GENERALE AND UNI GLOBAL UNION RENEW THEIR AGREEMENT

Press Release

Paris, 4 February 2019

Societe Generale and UNI Global Union are furthering their agreement on human rights and the freedom of association.

The new three-year agreement was signed this morning in Societe Generale's offices by Christy Hoffman, General Secretary of UNI Global Union, and Caroline Guillaumin, Group Head of Human Resources at Societe Generale. Societe Generale is the first European bank to renew its agreement with UNI Global Union.

Societe Generale was [the first French bank to sign, in 2015, a global agreement on human rights and implement a global social framework with UNI Global Union](#). Societe Generale and UNI Global Union have extended their commitments in terms of:

- **Combatting discrimination and developing diversity**
 - Fostering a **working environment** that protects and enhances health, safety and quality of life in the workplace
 - Introducing the principle of a **duty of care** with a plan to identify, prevent and mitigate human rights violations within the Group.

The agreement applies to all the Group's 147,000 employees in 67 countries. Staff will be informed of all the details regarding this agreement.

"We are proud to be taking our agreement with UNI Global Union even further. It confirms our commitment to respecting human rights as set out in our Code of Conduct and our recognition of the International Labour Organisation's Fundamental Principles and Rights at Work, including the freedom of association. All Societe Generale Group's Human Resources teams around the world worked hard together to finalise the agreement, which reflects the constructive social dialogue we have with employee representatives at Societe Generale," said Caroline Guillaumin, Group Head of Human Resources at Societe Generale.

UNI Global Union General Secretary, Christy Hoffman said, "This new agreement improves upon the previous version in several important ways and reaffirms Société Générale's commitment to social dialogue, freedom of association and collective bargaining. We look forward to working with the bank to ensure that all workers can exercise their right to organise, have safe jobs, and enjoy workplaces free of discrimination."

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Societe Generale

Societe Generale is one of the largest European financial services groups. Based on a diversified and integrated banking model, the Group combines financial solidity and innovation with a strategy of sustainable growth in order to serve as a trusted partner for its customers, engaged in positive transformation of companies and economies.

As a player in the real economy for more than 150 years and with a solid foothold in Europe, and connected to the rest of the world, Societe Generale employs more than 147,000 people in 67 countries and supports 31 million individual customers, corporate clients and institutional investors worldwide on a daily basis, offering a broad range of tailored advisory and financial solutions, supported by three complementary core businesses:

- **Retail Banking in France, with the Societe Generale, Credit du Nord and Boursorama brands**, offering a comprehensive range of multi-channel financial services at the leading edge of digital innovation;
- **International Retail Banking, Insurance and Financial Services** to corporates with networks in Africa, Russia, Central and Eastern Europe, and leading specialised businesses;
- **Global Banking & Investor Solutions**, with recognised expertise, top international rankings and integrated solutions.

Societe Generale is included in the leading sustainable investment indices: DJSI (World and Europe), FTSE4Good (Global and Europe), Euronext Vigeo (World, Europe and Eurozone), 4 of the STOXX ESG Leaders indices, MSCI Low Carbon Leaders Index. For more information follow us on twitter [@societegenerale](#) or visit our website www.societegenerale.com

UNI Global Union

UNI Global Union represents more than 20 million workers from 900 unions around the world. UNI is based in Nyon, Switzerland, and represents workers in the service sector, which is currently the fastest growing sector in the world. Its role is to enhance the influence of workers in the services sector around the world by fostering the development of unions and collective bargaining agreements. UNI aims to improve workers' living and working conditions, ensure service sectors jobs are decent and help establish sustainable economic growth.

UNI Finance, the global union for finance and insurance sector workers, represents 3 million people via 237 unions around the world, including representatives from the CFDT, CGT and FO unions in France.