

LGBT+ INCLUSION : SOCIETE GENERALE HAS SIGNED L'AUTRE CERCLE CHARTER



Press release

Paris, 17 March 2021

By signing the charter established by [L'Autre Cercle](#), a benchmark French association that works to promote LGBT+* inclusion in the workplace, Societe Generale is taking a further step against discrimination and in favour of a more inclusive company.

Diony Lebot, Deputy CEO of Societe Generale group, sponsor of the Pride & Allies network and one of the signatories to L'Autre Cercle charter, explains: "Ensuring the inclusion of all our employees, regardless of their gender, origin or sexual orientation is a corporate duty and a strong commitment for Societe Generale. Everyone within our Group has a right to be respected for their difference, and to have the freedom of self-expression and development without discrimination. Our signature of L'Autre Cercle charter is a further step in combating all discrimination, in particular discrimination against LGBT+ people. Diversity is a strength that stimulates performance and community. In joining the other signatories of L'Autre Cercle charter, we benefit from the shared advice and best practices of other companies which will bolster our own policies promoting the inclusion of LGBT+ people and can pursue the transformation of our company which is enriched by its differences. "

"Individuals in the LGBT+ community currently face multiple levels of discrimination, in both their private and professional lives. It is therefore great news for us that Societe Generale has made a commitment to work with us; this signature is a genuine mark of the Group's societal and ethical engagement", says **Christophe Berthier, President of L'Autre Cercle**.

"The charter serves as a formal framework for the implementation of policies to promote diversity and prevent discrimination against sexual orientation and gender identity. It is a clear mark of Societe Generale's engagement, which serves as confirmation and/or reassurance for all those concerned, while also imposing a framework of respect and obligation", adds **Catherine Tripon, spokesperson and co-manager of L'Autre Cercle's LGBT+ Engagement Charter**.

Principles of the charter

Launched in 2013, [L'Autre Cercle LGBT+ Engagement Charter](#) proposes concrete action for employers looking to incorporate LGBT+ issues into their policies for promoting diversity and preventing discrimination. The signature of this charter is an important promise to the individuals concerned.

As a responsible employer, Societe Generale is aware of the challenges around the visibility of employees who are lesbian, gay or bisexual in a working environment that is non-inclusive, and around the forced visibility of individuals undergoing transition. By joining L'Autre Cercle, the Bank is

committing to the application of non-discriminatory practices and to guaranteeing the same rights and advantages for all of its staff members in terms of parenthood, conjugal status, job promotion, etc.:

- create an inclusive environment for LGBT+ co-workers;
- ensure equal rights and treatment for all employees regardless of their sexual orientation or gender identity;
- support employees that have suffered from discriminatory action or behaviour;
- measure the progress made and share best practices to help improve the workplace environment in general.

Diversity and inclusion at Societe Generale

Societe Generale's Diversity and Inclusion policy reflects its goal to recognise and promote all talent, regardless of their beliefs, age, disability, parenthood, ethnic origin, nationality, **gender identity**, **sexual orientation**, membership of a political organisation, religion, membership of a union, or membership of a minority, or any other characteristic that could be the subject of discrimination. The Group strives to be a company in which employees feel accepted and welcomed for their diversity, just like the diversity of our clients and society.

Societe Generale's signature of L'Autre Cercle Charter is a major step in asserting the commitment it made several years ago to the inclusion of the LGBT+ community:

- signature of the UN Principles in June 2018 of which L'Autre Cercle is a partner;
- modification of Societe Generale's internal code to incorporate our Diversity & Inclusion policy. Since October 2019, the Societe Generale Code has made express reference to inclusion for all employees regardless of their gender identity, sexual orientation or method of parenthood. Societe Generale's suppliers and service providers must comply with this code of behaviour;
- availability of a tool for reporting inappropriate behaviour;
- creation of [guidelines for discussing LGBT+ issues](#) and mandatory training for managers on inappropriate behaviour, in which LGBT phobia is specifically mentioned;
- member of the Têtu Connect network since 2020;
- multiple events organised by the internal Pride & Allies network, supported by Diony Lebot, Deputy CEO, and global diversity sponsor.

Societe Generale will draw on the expertise of L'Autre Cercle and its members to help it bolster its initiatives to promote greater inclusion and combat all forms of discrimination against the LGBT+ community.

**LGBT+: Lesbian, gay, bisexual, transgender and all other non-majority forms of sexual orientation or gender identity*

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Societe Generale

Societe Generale is one of the leading European financial services groups. Based on a diversified and integrated banking model, the Group combines financial strength and proven expertise in innovation with a strategy of sustainable growth. Committed to the positive transformations of the world's societies and economies, Societe Generale and its teams seek to build, day after day, together with its clients, a better and sustainable future through responsible and innovative financial solutions.

Active in the real economy for over 150 years, with a solid position in Europe and connected to the rest of the world, Societe Generale has over 138,000 members of staff in 62 countries and supports on a daily basis 29 million individual clients, businesses and institutional investors around the world by offering a wide range of advisory services and tailored financial solutions. The Group is built on three complementary core businesses:

- **French Retail Banking** which encompasses the Societe Generale, Credit du Nord and Boursorama brands. Each offers a full range of financial services with omnichannel products at the cutting edge of digital innovation;
- **International Retail Banking, Insurance and Financial Services to Corporates**, with networks in Africa, Russia, Central and Eastern Europe and specialised businesses that are leaders in their markets;
- **Global Banking and Investor Solutions**, which offers recognised expertise, key international locations and integrated solutions.

Societe Generale is included in the principal socially responsible investment indices: DJSI (World and Europe), FTSE4Good (Global and Europe), Bloomberg Gender-Equality Index, Refinitiv Diversity and Inclusion Index, Euronext Vigeo (Europe and Eurozone), STOXX Global ESG Leaders indexes, and the MSCI Low Carbon Leaders Index (World and Europe).

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About L'Autre Cercle

Created in 1997, L'Autre Cercle is a benchmark French association that promotes the inclusion of the LGBT+ community in the workplace. Its founding values are respect, humanism, independence, engagement and pragmatism. It champions workplaces in which employees are self-fulfilled, included and respected in all their diversity, regardless of their sexual orientation or gender identity. In addition to its role as an observatory, it provides support for organisations and promotes best practices. At the end of 2020, the association included more than 150 public and private organisations that had signed the LGBT+ Engagement Charter, encompassing 1.5 million employees and agents. [www.autrecercle.org](#)