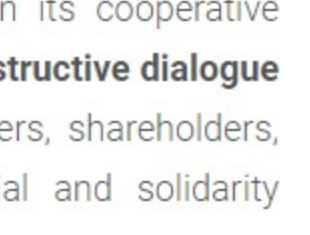




BRED A RESPONSIBLE GROUP

By placing corporate social responsibility at the heart of our strategy, we reaffirm our commitment to being a responsible bank.

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Our **CSR policy** is detailed in our annual **Extra-Financial Performance Statement** which is audited by an independent third party. It is established pursuant to the provisions of Article 8 of Regulation (EU) 2020/852 (taxonomy regulation) and Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

In line with its partnership governance based on its cooperative status, BRED has conducted a **permanent and constructive dialogue** since its inception with its **stakeholders**: customers, shareholders, employees, suppliers, local authorities and social and solidarity economy actors.

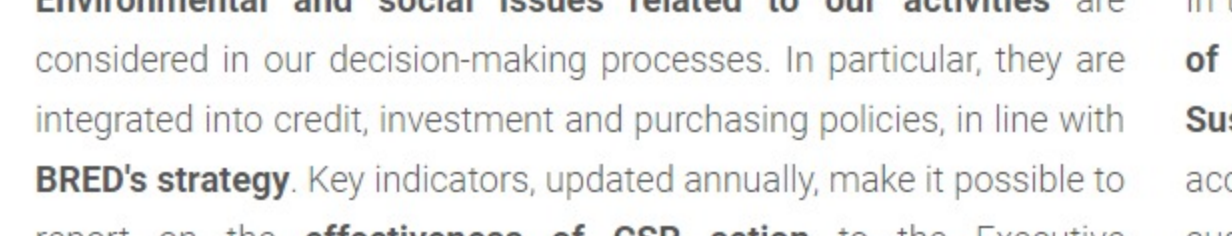
According to its **purpose** and its ethical values as a **cooperative bank**, BRED's activity is focused on the regional economic development, thus contributing to the support of local employment. Beyond its economic dimension, BRED's local commitment is also reflected in its **corporate philanthropy, promoting professional integration, equal opportunities and knowledge transfer.**

In accordance with its values, BRED has a human resources management policy that promotes all forms of **diversity**.

Aware of **climate issues**, BRED has put in place an **action plan** to reduce its direct **environmental footprint** between 2019 and 2024 and to steer the alignment of its carbon trajectory with that of the **Paris Agreement** on climate change. Our actions focus on reducing **energy consumption** and achieving **digital sobriety** and **responsible mobility**.

Moody's ESG Solutions

A1 BRED SA obtained the **A1 sustainability rating**, issued by **Moody's ESG Solutions**, in **August 2022**. This rating corresponds at the **highest level of Moody's ESG Solutions sustainability rating**, considering BRED's **CSR policy and practices as 'advanced'**.



OUR GOVERNANCE

Environmental and social issues related to our activities are considered in our decision-making processes. In particular, they are integrated into credit, investment and purchasing policies, in line with **BRED's strategy**. Key indicators, updated annually, make it possible to report on the **effectiveness of CSR action** to the Executive Committee.

In the field of **Investment**, our policy is in line with the **UN Principles of Responsible Investment (PRI)** and those of the **European Sustainable Finance Disclosure Regulation (SFDR)**, which takes into account the notion of **sustainability**. In this respect, we provide our customers with a range of **SRI funds**, managed by our subsidiaries, **Pimco**, Asset management and our life insurance company **Prépac**.

Since **2018**, BRED's **credit policy** has taken into account the analysis of extra-financial risks, incorporating **environmental, social and governance (ESG)** criteria. This approach provides us useful knowledge to support the **ecological and environmental transition of our customers**, which can lead to the implementation of **Impact financing**.

BRED pays attention to **supply chain transparency**. A **Responsible Purchasing charter** is integrated into our supplier contracts, and we are looking for increased collaboration with **companies hiring people with disabilities**.

(1) SRI, Socially Responsible Investment - (2) ESAT, Establishment and Assistance Services through Work - (3) EA, Adapted Companies

The 17 Sustainable Development Goals (SDGs) were adopted by the UN in 2015.



BRED's CSR policy focuses on the most relevant SDGs related to our activities.

To find out more

- 2021 Extra-financial performance report
- Groupe BPCE's Code of Conduct and Ethics
- Groupe BPCE's 2024 strategic plan
- Groupe BPCE's 2021 Climate Report
- BPCE gender charter and guide
- Geolocation of BRED's social impact actions
- Our commitments - Fundamental rights and social base

Our labels and certifications



ENGAGING WITH OUR CUSTOMERS AND OUR REGIONS

Properly performing our role as bankers

OUR ECONOMIC RESPONSIBILITY

In line with our purpose, **more than 90% of BRED's net income** is set aside to ensure the development of our credit activity, to support our customers' **personal and professional projects**. Our **cooperative status** is a customer-centric model since our **capital is solely owned by our customers** who are represented on its Board of Directors. Our commercial development is accompanied by a constant attention to applicable ethics and regulations. All our employees are trained in regulatory requirements.

2022 DATA

- Financing the real economy**
Our outstanding loans increased by **15% between 2021 and 2022**, for a total of **€33.4 billion**.
- Acting with ethics and transparency**
94.4 % of our employees of the BRED France entity and French subsidiaries and **95.3 % of the employees** of the international subsidiaries have been trained in the fight against money laundering.
- Our French sites**
Ile-de-France, Normandie, Guyane, Guadeloupe, Martinique, La Réunion and Mayotte.
- Our socio-economic footprint**
€1 million of credits granted by BRED supports **12 jobs on average** in the regions where we are located, according to the firm Utopies.
- Boosting the economy in our regions**
96% of our suppliers are local suppliers.

To finance the real economy of its territories and support its customers, in proximity, BRED relies on an renovated and densified branch network, with more than **400 sites** in Metropolitan France and the DOM-TOM. For its purchases, BRED uses local businesses to support **local commerce and local entrepreneurship**, while reducing its carbon footprint.

2022 DATA

- Contribute to social cohesion**
The funds allocated to **sponsorship actions**, falling under our societal commitment, amounted to **€2 million in 2022**.
- BRED Foundation Prize**
"Sciences at School" received the BRED Foundation prize. This program aims to support and promote scientific and technical culture among more than **30,000 middle and high school students**.
- Promote equal opportunities**
In partnership with the Alliance Française Paris, a scholarship program for **4 students** from Fiji, Vanuatu, Cambodia and Laos was funded to cover their tuition and accommodation costs. Since 2019, **25 student candidates** for competitive entrance examinations for Grandes Ecoles have benefited each year from support and a scholarship thanks to the "HEC pour tous" program.

OUR CORPORATE PHILANTHROPY POLICY

Our support for actions in favour of **equal opportunities, knowledge transmission, combating poverty** and promotion of **art and culture** contribute to strengthening social cohesion in our regions. These topics are priority commitments of **BRED's corporate philanthropy policy**.

Since **1997**, we have been **offering our expertise** to the **Adie** association⁽⁴⁾ in the evaluation of projects, enabling the association to finance microloans for its **self-employed customers**. BRED is also a **sponsor of the '1 Become an Entrepreneur'** programme and the **'CréaDie Jeunes'** competition, which rewards **micro-entrepreneurs** who contribute to **local economic development**.

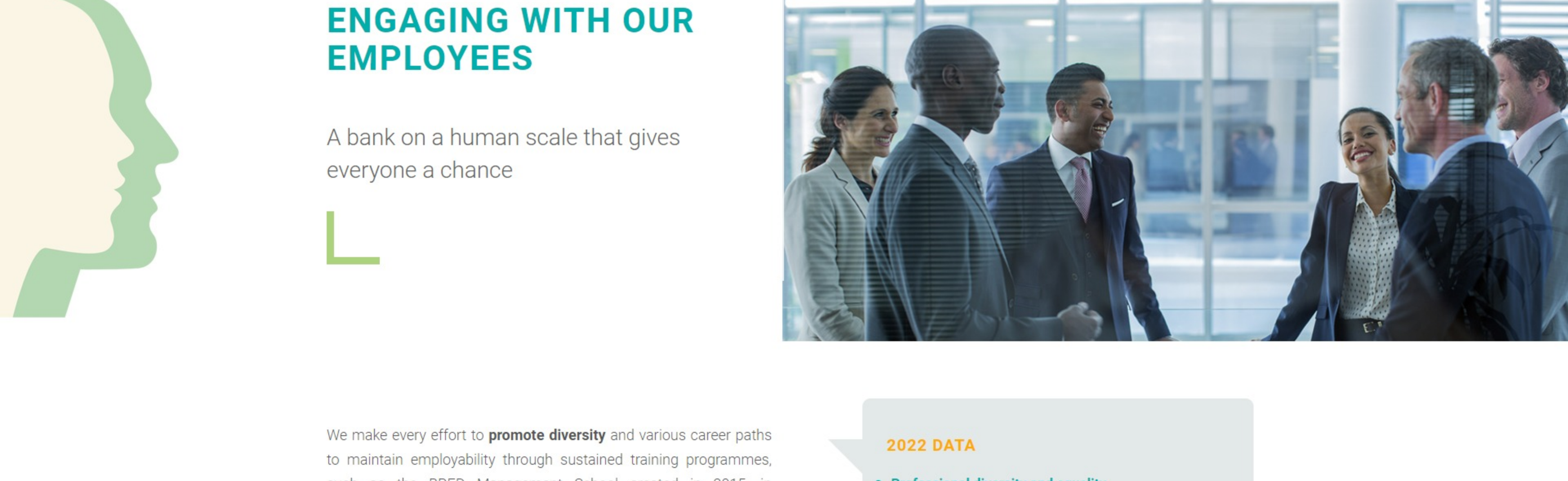
HEC Stand Up is a training and support programme, designed by **HEC Paris**, aimed at **ambitious women wishing** to realise their **entrepreneurial ambitions**. BRED finances the deployment of this programme in the French overseas departments, particularly in La Réunion, with the **Fond'Ker** association, which helped and trained **60 young women** in 2021.

Equal opportunities are one of the main focuses of BRED's corporate philanthropy policy. Indeed, since **2018**, BRED has been a partner of the **'Prépa HEC pour Tous'** programme for **scholarship** in preparatory class. We also actively support the **'Campus for High School Innovation'** programme, intended for the **dissemination of the knowledge of the Collège de France**, particularly in the field of economics, for middle and high schools in disadvantaged neighbourhoods and rural areas.

Since **2012**, BRED has been a sponsor of **Habitat et Humanisme** Ile-de-France. This association aims to fight against the exclusion and isolation of people in need. It acts in favour of **housing, integration** and the strengthening of social ties. In 2020, **1,800 new families were housed** by Habitat et Humanisme, an association present in more than **80 departments**.

The democratization of access to art and culture is a key point of BRED's corporate philanthropy. This is why, in 2021, BRED supported the **'Lire au Grand Large'** festival in Guadeloupe, an event that allows **access to reading** for all and works against illiteracy. Likewise, we support the Heritage Days organized by the **Collège de France**, including the 2022 exhibition **'Chamouillon 1822 and ancient Egypt regained its word'**.

(4) Adie, Association for the Right to Economic Initiative



ENGAGING WITH OUR EMPLOYEES

A bank on a human scale that gives everyone a chance

We make every effort to **promote diversity** and various career paths to maintain employability through sustained training programmes, such as the BRED Management School created in 2015, in partnership with HEC and the BRED Advisor School.

2022 DATA

- Professional diversity and equality**
€2,100 is the **gender equality index** reached.
- Access to training**
94.5% of our employees of the BRED France entity and French subsidiaries and **88.6% of the employees** of the international subsidiaries completed at least one training course in 2022.
- Valuing talent**
1/4 of salaries are revised each year.
- Ensuring employability**
While the **legal minimum is 1%**, BRED devotes **6.2% of its payroll** to training.

The **Professional Equality Label** awarded by **AENOR** rewards BRED's daily commitment to **gender equality** in the management of its human resources. In 2020, it was **renovated for four years**. The **BRED Plus** association, led by employees, promotes diversity and gender balance.

BRED's Disability Mission, created in **2008** supports the **integration and retention of disabled workers**. In 2021, **17 workstations have been set up for our disabled employees**. Among this improvement, 12 have benefited from the intervention of an ergonomist. In addition, since **1992** the Banque Populaire Foundation has granted long-term support and a **grant of €1,000 to €15,000 per year to 484 people with disabilities**.

A RESPONSIBLE EMPLOYER

Our **recruitment policy** follows the development of our business. The number of hires remains stable between 2021 and 2022: more than 900 within the scope of BRED France and French subsidiaries and nearly 400 internationally.

Through **consultation management** meetings, we make every effort to improve the daily lives of our employees and regularly measure their **satisfaction** by means of an anonymous survey, conducted by an independent third party.

Company agreements living conditions at work, **teleworking**, creation of agencies and headquarters in an eco-responsible approach, and promoting access for people with reduced mobility are part of a process aimed at improving the **quality of life at work**. In January 2021, a new **agreement on Quality of Life at Work** was signed for three years.

OUR ENVIRONMENTAL RESPONSIBILITY

Committing to energy and ecological responsibility

We measure our direct environmental footprint, with the completion of a sectoral BRED **bilan carbone**⁽⁵⁾ (carbon audit) whose methodology was developed by **BCE** and **ADEME**⁽⁶⁾.

2022 DATA

- Financing the energy transition**
€23.3 million in loans for projects in the renewable energy sector.
- Commuting**
Reduction of 25.5 % in greenhouse gas emissions due to commuting between 2019 and 2021.
- Bilan carbone**⁽⁷⁾
4 % reduction in our CO2 emissions compared to 2019.

In 2022, **BRED's carbon emissions**, relative to its NBL amounted to **23,1 Tqg of CO2(e) per M€**, down 24.5 % compared to 2019. This year, **nearly 155 M€** were invested in financing infrastructure projects with positive environmental and social impacts.

We invest primarily in strategic sectors of the **ecological transition** supported by the government and Europe, such as **green mobility**. As such, BRED participated in financing the very first French project for the deployment of charging stations for **electric vehicles**.

As part of the management of its carbon trajectory, BRED has set a conversion target for its **professional vehicle fleet** by 2024: by this date, it will consist of **20 % electric vehicles**, **30 % hybrid vehicles rechargeable and 50 % thermal vehicles**, without any diesel engine.

For instance, on average, **25 %** of our employees in France **teleworked**, at the rate of **1,5 days a week**, by 2024.

(5) Environment and Energy Management Agency
(6) Tec, tonnes equivalent
(7) GHG emissions audit outsourced by the ADEME: [ADEME GHG audit calculator](#)

2022 DATA

- Recycling of our computer hardware**
ATP Gata maintains 9 solidarity jobs and ensures a reuse rate of 11 equipment of 64,31 %.
- Headquarters in Joinville-le-Pont and Prépar site in La Défense**
High Environmental Quality (HEQ) label and **Low Consumption Building (BBC)** label awarded respectively by Certivea and Efficergie.
- Gross environmental risks on loans granted to our corporate clients**
In the third quarter of 2022, **89 % of loans granted to our corporate clients** were located outside highly emissive sectors.
- Protecting biodiversity**
€9 million granted to the **Land Degradation Neutrality fund for the restoration** of degraded land.

We seek to recycle our waste, with the desire to develop the circular economy and local sourcing in our regions. Our electronic and electrical waste is recycled by **ESAT**⁽⁸⁾ ATP GAIA, a company dedicated to the professional integration of disabled people, located in the Paris region.

In addition, BRED considers that the energy and ecological transition is a crucial issue for our future. Indeed, it has **increased its investments for the energy and ecological transition by 25 %** compared to 2020.

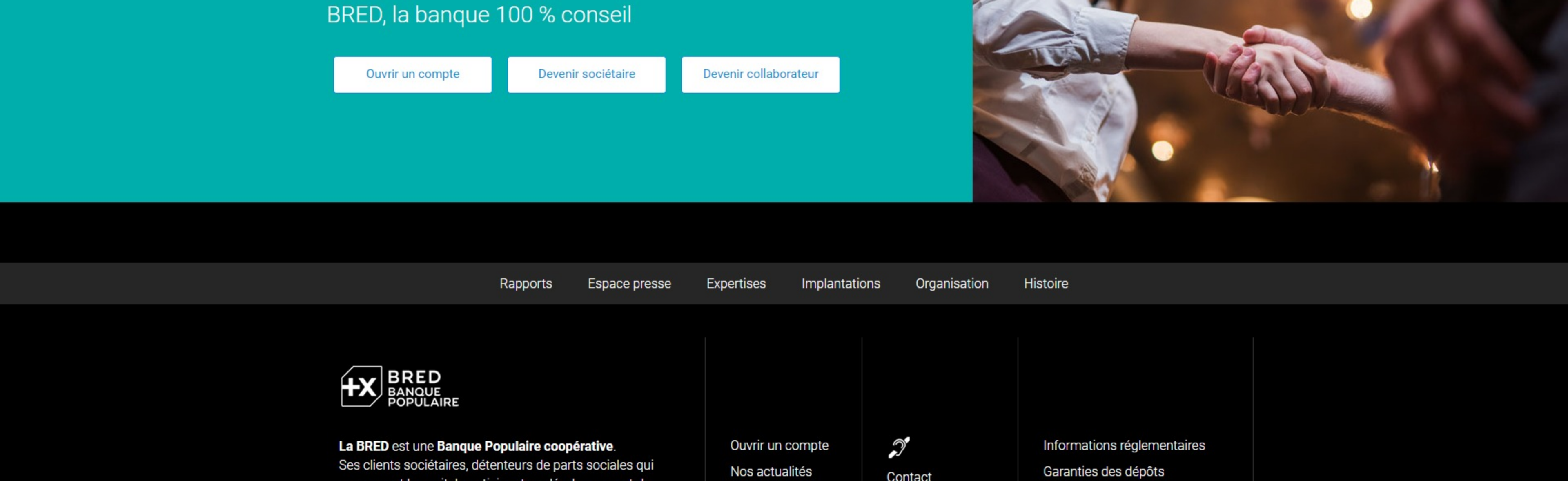
In the field of responsible technology, Groupe BPCE aims to **reduce the carbon footprint of its IT by 15 %** and improve the energy efficiency of its data centers by 10 %. It also sets itself the ambition of reducing by 86%, by 2024, the number of desktop PCs in favour of laptops.

Finally, it commits itself, in particular by financing the **Land Degradation Neutrality fund**. It hopes to restore **500,000 hectares** of degraded land and prevent **35 million tonnes of CO2**. BRED supports these projects in **Peru, Kenya and Indonesia** where the aim is to create more than **100,000 local jobs**.

The Land Degradation Neutrality (LDN) fund: an exemplary initiative at the service of the planet - News - Groupe BPCE - Global Financial Services (when you click on Land Degradation Neutrality)

(8) ESAT, Establishment and Assistance Services through Work

Date updated: Avril 2023.



Choisissez une banque engagée et responsable, **rejoignez-nous !**

BRED, la banque 100 % conseil

- Ouvrir un compte
- Devenir sociétaire
- Devenir collaborateur