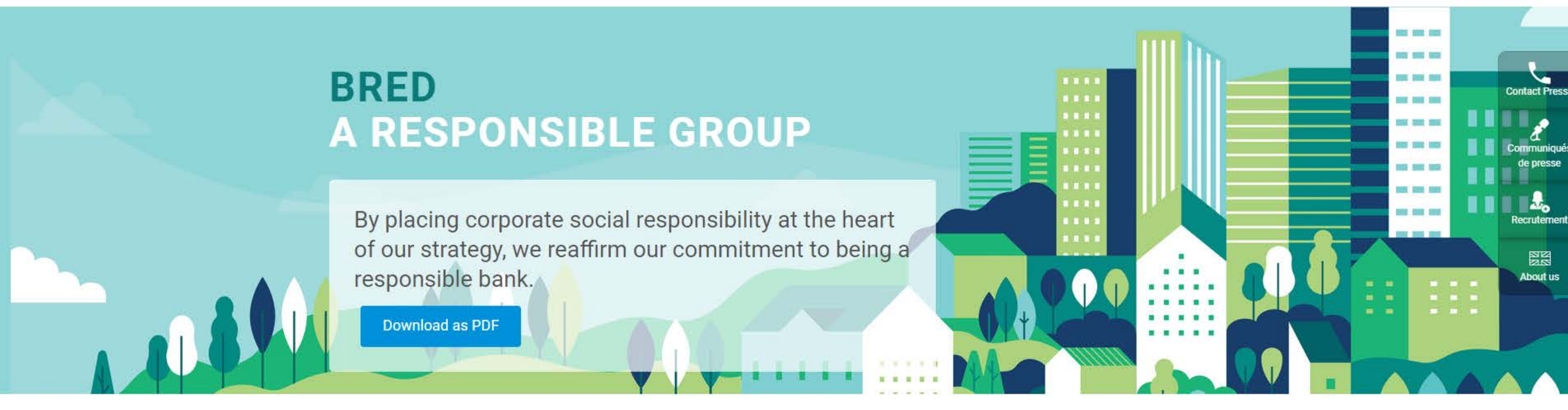

# BRED
# A RESPONSIBLE GROUP

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 (green taxonomy) and Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

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 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.

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.**

## OUR GOVERNANCE

**Environmental and social issues related to our activities** are taken into account 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.

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.**

In the field of **investment**, our policy is in line with the **UN Principles of Responsible Investment (PRI)** and those of the **European 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, Promepar Asset management and our life insurance company Prépar.

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**

Déclaration de Performance Extra-Financière 2021 | 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 labels and certifications**

## ENGAGING WIDTH 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.

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.

**2021 DATA**

- **Financing the real economy**
  Our outstanding loans increased by 15% between 2020 and 2021, for a total of €29 billion.
- **Acting with ethics and transparency**
  94% of our employees have been trained in the fight against money laundering.
- **Our French sites**
  Ile-de-France, Normandie, Guyane, Guadeloupe, Martinique and La Réunion.
- **Our socio-economic footprint**
  €1 million of credit 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. .

**2021 DATA**

- **Fighting poverty**
  Every year BRED, ADIE's primary financial partner with its sister companies Banques Populaires, grants refinancing lines for entrepreneurs looking for micro-credits. In 2021, this amount reached €1.5 million.
- **Encouraging women entrepreneurs**
  Between 2018 and 2020, 250 women entrepreneurs were trained free of charge and received a certificate from the HEC Stand Up programme. These trainings make it possible to develop female entrepreneurship and social diversity.
- **Promoting equal opportunities**
  Since 2019, 25 preparatory class students have benefited from support and a scholarship thanks to the "HEC Pour Tous" programme.

## OUR CORPORATE PHILANTHROPY POLICY

Our support for actions in favour of **equal opportunities, knowledge transmission**, combatting **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 "**I 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 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.

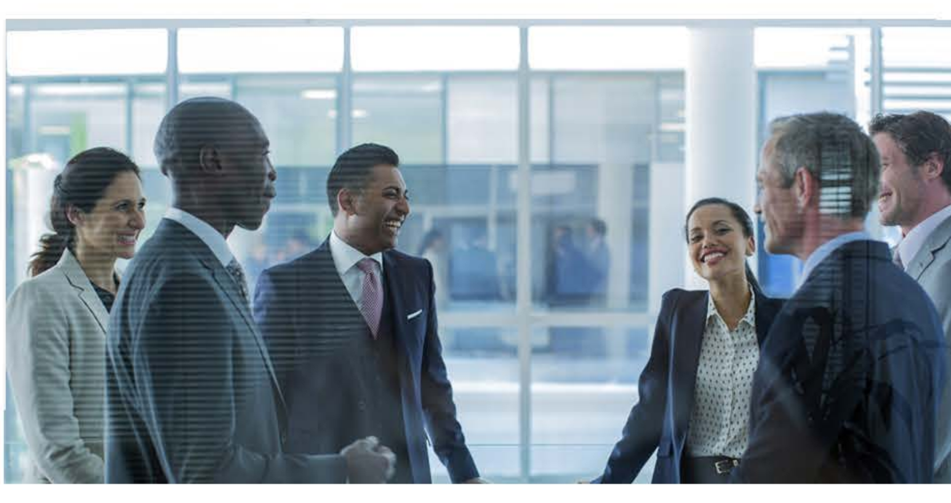
Since **2012**, BRED has been a sponsor of **Habitat et Humanisme** Ile-de-France. This association aims to fight against the exclusion and isolation of people in need. It acts in favour of housing, **integration** and the strengthening of social ties. In 2020, **1,800 new families were housed** by Habitat 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 2021 exhibition "Papyrus in all its states, from Cleopatra to Clovis".

(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.

The **Professional Equality Label** awarded by **AFNOR** rewards BRED's daily commitment to **gender equality** in the management of its human resources. In 2020, it was **renewed for four years.** The BRED Pluriel 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 benefitted 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.**

**2021 DATA**

- **Professional diversity and equality**
  86/100 is the gender equality index reached.
- **Access to training**
  88% of our employees completed at least one training course in 2021.
- **Valuing talent**
  1/4 of salaries are revised each year.
- **Ensuring employability**
  While the legal minimum is 1%, BRED devotes 6.55% of its payroll to training.

**2021 DATA**

- **Job creation**
  1,051 recruitments completed.
- **Working conditions**
  Showers and rest rooms are provided in our two main headquarters.
- **Promoting the professional integration of young people**
  275 newwork-study students were welcomed.
- **Maintain listening and dialogue**
  Improving our daily lives thanks to the subsidies granted by BRED to its four Social and Economic Committees, corresponding to 2.25% of payroll.

## A RESPONSIBLE EMPLOYER

Our **recruitment policy** follows the development of our business. The number of hires remains stable between 2020 and 2021 with a turnover stable at below 11.8%.

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**, renovation 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**® (carbon audit) whose methodology was developed by BPCE and ADEME[5].

In 2021, BRED's **carbon emissions** amounted to **7.2 Teq** [6] **of $CO_2$ per registered employee**, a decrease of 7.7% compared to 2020. **€9.45 million** were invested in **renewable energy** production projects during the same year.

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** for an amount of approximately **€12 million**.

Similarly, we are working to enable our employees to move towards more responsible mobility. For instance, on average, **23%** of our employees in France **teleworked 1.3 days a week** in 2021, thereby limiting business travel. This option is available to those whose function allows it and who request it.

(5) Environment and Energy Management Agency
(6) Teq, tonnes equivalent
(7) GHG emissions audit published by the ADEME : ADEME GHG audits website

**2021 DATA**

- **Financing the energy transition**
  €12 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]
  16.7% reduction in our $CO_2$ emissions between 2019 and 2021.

**2021 DATA**

- **Recycling of our computer hardware**
  10 tonnes of electronic waste recycled..
- **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 Certivéa and Effinergie.
- **Responsible investments**
  €210 million of investments in funds that have defined an ESG policy..
- **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] ATF 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.

For our branches, we have decided to make our **mail deliveries** and cheque collections at night and to pool them with other banking networks. The service is faster, and the number of **kilometres** travelled is **reduced.** This approach, which has been underway **since 2014**, has made it possible to reduce the journeys made by **40%**.

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 $CO_2$**. 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