



CORPORATE SOCIAL RESPONSIBILITY

CHARTER

As an institution of the French Republic and a Eurosystem central bank, the Banque de France carries out a broad range of tasks for the benefit of the community. These tasks relate to monetary strategy, financial stability and the provision of economic services. Through its work, the Banque de France helps to create a balanced and sustainable economy, by ensuring the public can have faith in their currency and payment instruments, by safeguarding the stability of the financial system, which is fundamental for economic growth, by contributing to the sound financing of businesses and especially SMEs, and by assisting those who are over-indebted or financially excluded.

We have a duty to discharge these functions responsibly and transparently. However, we also believe that our corporate responsibility extends beyond our core missions, and that all aspects of our day-to-day operations should be guided by economic, social and environmental concerns.

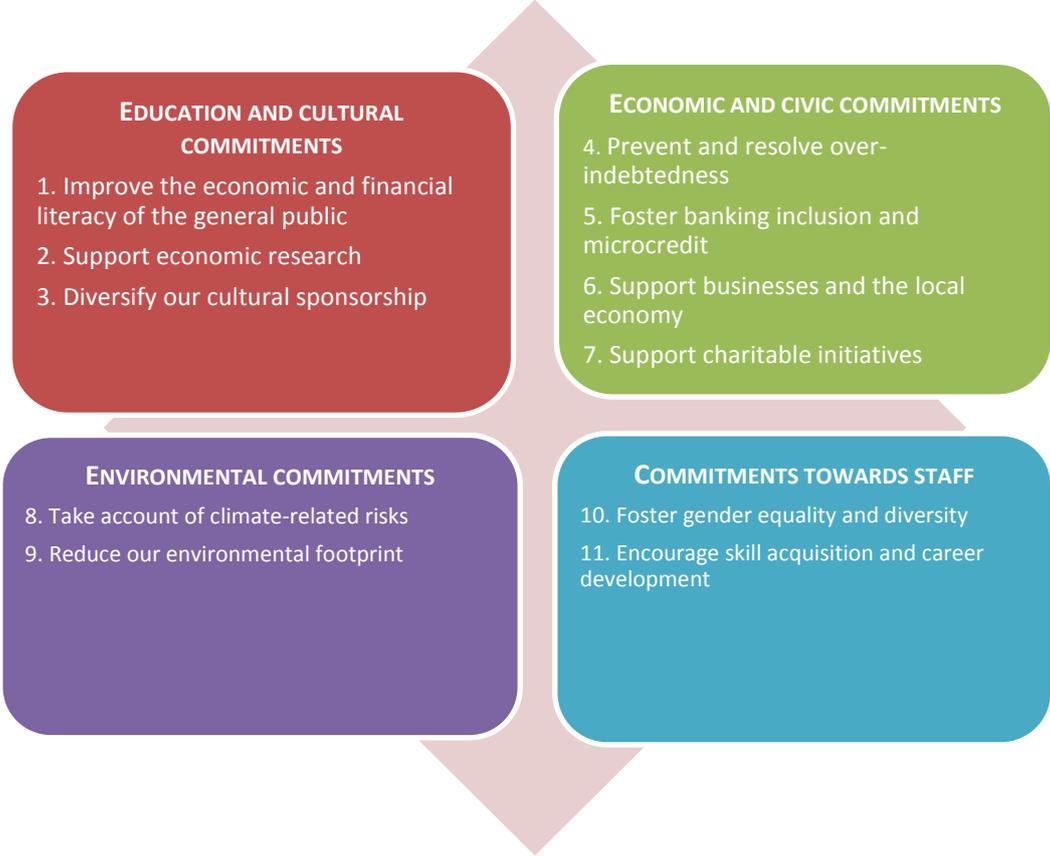
As a result, the Banque de France has for several years pursued commitments in the fields of **education and culture**, taking steps to improve the public's economic and financial literacy, and supporting economic research as well as cultural and charitable initiatives. It helps to foster **social inclusion** through preventive action and by providing guidance to the young and the financially vulnerable. It also helps companies gain access to more balanced forms of funding, with a particular focus on SMEs and VSEs. With regard to its **environmental responsibilities**, the Banque de France is fully committed to meeting the goals of the energy transition. It strives to be a **responsible employer** by ensuring greater diversity in the workplace, a better working environment and work/life balance, and improved relations between different generations in the workforce. It also maintains active and constructive dialogue with its social partners.

The Banque de France aims to be exemplary, both in its internal practices and in its dealings with stakeholders. It has a recognised code of professional ethics, and its compliance rules meet the strictest Eurosystem standards. Staff are required to conduct themselves with integrity, impartiality, loyalty, discretion, respect for others and professional secrecy. Procedures are also in place to avoid conflicts of interest and prevent individuals from profiting unduly from their position. All of this is designed to maintain the trust of the public and of our stakeholders.

CSR means remaining humble, being demanding with ourselves, and continually questioning our actions and practices. Mindful of its duty to protect and advance the public interest, the Banque de France has decided to **reaffirm its CSR commitment to the community** and **make it one of the targets of the 2020 strategic plan**. It has strengthened its CSR governance by involving the

Executive Board and General Council in the steering of the strategy. It has also appointed high-level CSR sponsors, tasked with implementing the chosen policies.

The Banque de France’s CSR strategy comprises **4 key commitments**, broken down into **11 focuses for action**:



Each of these focuses is accompanied by an indicator and a target, to ensure we pursue our commitments professionally and efficiently.

CSR fosters shared values and encourages greater collaboration between staff.

For the Bank it is a means of transforming its practices and governance, and, over the long term, a source of innovation and efficiency.

13 December 2016
François Villeroy de Galhau