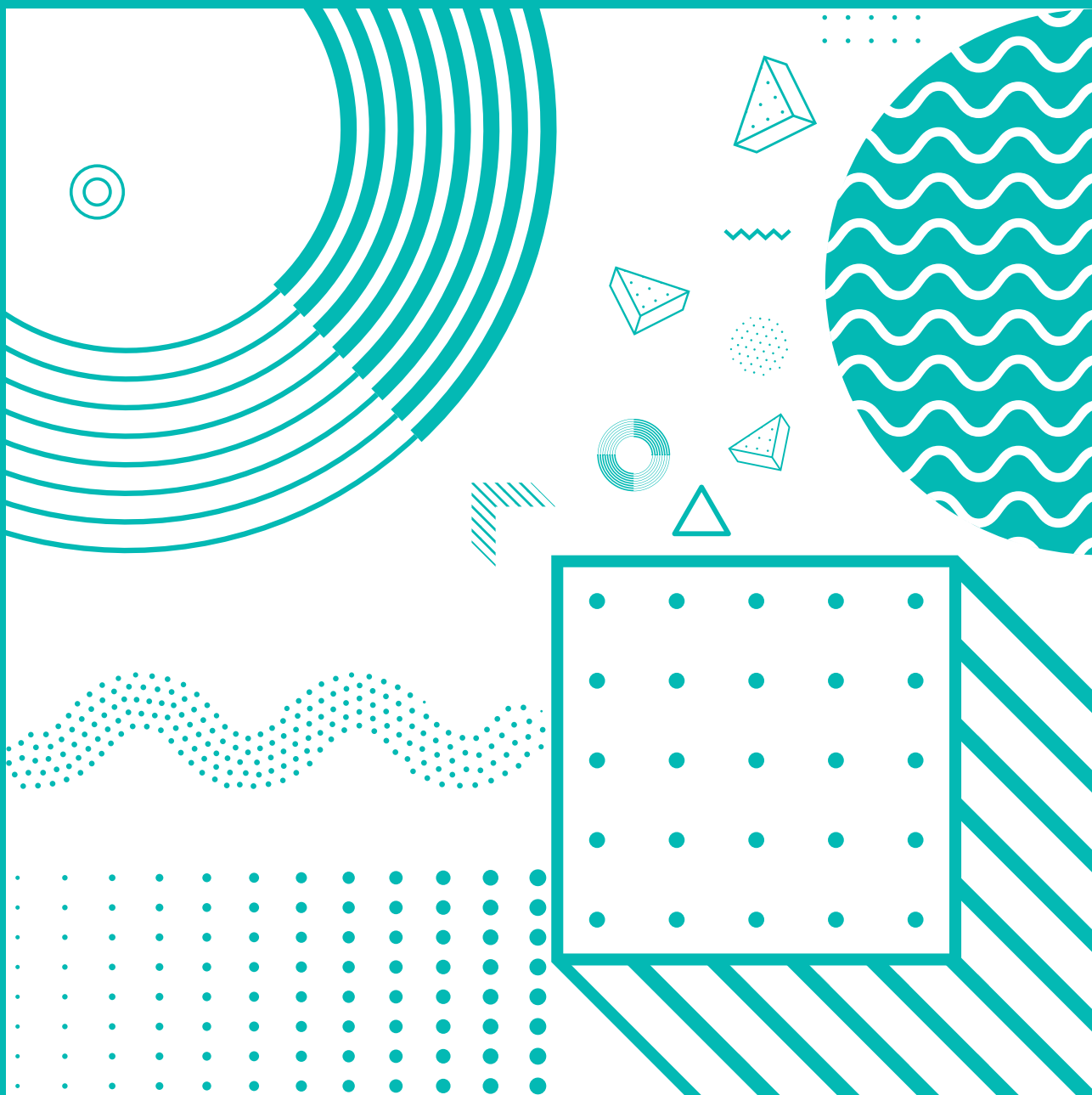


# DIVERSITY AND INCLUSION CHARTER



02  
2020




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. It executes these tasks in full compliance with the laws and values of the French Republic, first among which are the principles of secularism, the rejection of discrimination and the respect of individual differences.

This **Diversity and Inclusion Charter** sets out in detail the Banque de France's commitment to equal opportunities and to all forms of diversity.

The Banque de France hereby reaffirms:

- its rejection of discrimination and its constant efforts to prevent all forms of discrimination (see box on the grounds for discrimination prohibited by law) in the conduct of its activities;
- its efforts to guarantee equality of opportunity;
- its respect of individual differences and its commitment to creating a working environment that respects those differences.

Through its **Diversity and Inclusion Charter**, the Banque de France undertakes to:

- 1 | raise awareness among staff about the importance of non-discrimination and diversity, and the need to combat stereotypes;
  - 2 | train all human resources staff and managers involved in recruitment, training and career management on the importance of non-discrimination and diversity;
  - 3 | encourage the application of the principle of non-discrimination in all management and decision-making processes, and in particular in the management of human resources;
  - 4 | inform all staff, service providers and members of the general public of its commitments, with the aim of encouraging them to respect the same principles;
  - 5 | regularly assess whether these commitments are put into practice, and inform the Executive Committee of the findings.
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## Grounds for discrimination prohibited by law\*

- origin,
- gender,
- customs,
- sexual orientation,
- gender identity,
- age,
- marital status,
- pregnancy,
- genetic characteristics,
- loss of autonomy,
- particular vulnerability resulting from an economic situation that is known or apparent to the author of the discrimination,
- membership or non-membership – real or perceived – of an ethnic group,
- membership or non-membership – real or perceived – of a nation,
- membership or non-membership – real or perceived – of a purported race,
- political opinions,
- trade union or mutual association activities,
- religious beliefs
- physical appearance,
- surname,
- place of residence,
- bank account location (IBAN discrimination),
- state of health,
- disability,
- ability to express oneself in a language other than French.

\* Article L. 1132-1 of the Labour Code/Law No. 2008-496 of 27 May 2008

