



Niezależny Związek Zawodowy Pracowników Bankowości i Usług

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Członek Forum Związków Zawodowych

Oświęcim, 15 grudnia 2020 r.

Jean-Laurent Bonnafé

Director and Chief Executive Officer of BNP Paribas

Sir

For us, ethical and moral values are very important, because they are timeless and constitute the value of every society and company.

Large corporations with a transnational reach should establish standards of conduct, and these should be respected in every country, everywhere, in order to build a brand and good reputation.

Employees of Bank BNP Paribas Bank Polska S.A. they have gone through many connections with other banks and financial companies building the present goodwill. We emphasize that despite many cultural and technological difficulties, today we can speak of the Bank's success. Today, in the time of the pandemic, the Bank has a better result than in 2019, but this does not translate into the situation of employees who will be dismissed from work for reasons not attributable to the employee.

We are currently consulting the terms of group layoffs at BNP Paribas S.A. in the years 2021-2023. The employer presented us with the proposal at the first meeting. Unfortunately, we must say that we are very disappointed with the decision to abandon the voluntary departure programs that have been used by the Bank since 2015 and have always been very well received by employees. In addition, we emphasize that the voluntary leave program is a standard used in the BNP Paribas Group, which has been negotiated with the social side and described in the "EWC BNP Paribas Employment Agreement 2012".

In our opinion, the voluntary departure program is the best way to amicably terminate the employment contract, it brings benefits for the employee and the Employer, because the parties agree on the date of departure and there is no impression that the Employer initiated the dismissal.

At the last meeting concerning the planned group layoffs at the Bank, the opinion was expressed that employees with long service in the Bank are good and are even necessary for the proper operation of the company, as they have special knowledge. We appreciate this position of the Bank, but there is a possibility that the Bank's interest will be respected. Before they leave the Bank, long-term employees should prepare "their successors" and pass their knowledge on to other, younger employees. Given the three-year restructuring period, transferring knowledge to others should not pose organizational difficulties.

We would like to draw attention to one very important factor in favor of focusing on the group of older employees, i.e. the problem of burnout of employees in our Bank, which occurs in large numbers among long-term employees, especially among the 50+ group. Employees report that they are no longer able to keep up with the changes in technology and that work is currently a source of great stress for them. Additionally, the risk of contracting Covid-19 among the elderly population causes fear for their own health and life.

Oświęcim, December 15, 2020

Jean-Laurent Bonnafé Director and Chief Executive Officer of BNP Paribas

Group layoffs at BNP Paribas are scheduled for a period of three years, which is why we believe that it is long enough to wisely manage the voluntary departure process and allow people to leave the company with dignity if they themselves agree to part with the Bank. Bank BNP Paribas employees in Poland would like to be treated in the same way as employees of the Group in other European countries and have the

same rights and privileges, and one of them is the possibility of participating in the voluntary redundancy program, which should precede any collective redundancies.

We ask for equal treatment of employees employed in the French capital group, please consent to the application of the standards in Poland.

Z wyrazami szacunku
w imieniu własnym i Zarządu
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