



## **Niezależny Związek Zawodowy Pracowników Bankowości i Usług**

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Członek Fédération Européenne des Cadres des Établissements de Crédit et Institutions Financières affiliée à la Confédération Européenne des Cadres  
(FECEC)  
Członek Forum Związków Zawodowych

Oświęcim, December 18, 2020

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

**Mr  
Przemysław Gdański  
President of the Management Board  
of Bank BNP Paribas in Poland**

### **STATEMENT**

Considering:

1. excellent financial results of BNP Paribas Bank Polska S.A. published in the financial report for the three quarters of 2020 on November 19, 2020 (attached page 6 of this Report entitled "Return to pre-pandemic business activity").
2. Very hard and effective work of all employees who during a pandemic and any difficult merger with Raiffeisen Bank Polska S.A. they achieved excellent financial results.
3. Continuity of the reorganization of BNP Paribas Bank Polska S.A. after the takeover of Raiffeisen Bank Polska S.A., which results in the liquidation of jobs, and for the Bank, business development, as well as savings on employment costs.
4. Further automation and digitalization of banking processes, which brings about the liquidation of jobs, and added value for the Bank.
5. The agreement "EWC BNP Paribas Employment Agreement 2012", which was developed by our union colleagues for the BNP Paribas Capital Group, regardless of the country in which the group operates. The signing of this Agreement by the long-time President of the Federation - Fédération Européenne des Cadres des Établissements de Crédit et Institutions Financières affiliée à la Confédération Européenne des Cadres (FECEC), Mr. Jean-Marc Guegugen, to which our organization belongs. And this makes us a proud beneficiary of the above-mentioned Agreement.
6. The Act of May 23, 1991 (as amended) on trade unions, which obliges us to defend the dignity, rights and material and moral interests, both collective and individual employees.

7. Signing an agreement by the European Commission on behalf of EU countries with the American drug manufacturer Johnson & Johnson for the supply of 400 million doses of the Covid-19 vaccine. This creates a real chance to deal with the pandemic in Europe.
8. Polish public financial aid for entrepreneurs affected by COVID-19 and real EU aid in rebuilding national economies affected by the pandemic, which creates real opportunities for the reconstruction of economies in Poland and Europe in the years following the pandemic.
9. Occupational burnout, huge physical and mental fatigue which the employees talk about, especially in the 50+ group
10. Tough labor market which analysts say will remain tough several years after the pandemic.

Belongs:

Congratulations to the Management Board of BNP Paribas Bank Polska S.A. business result and respect all employees who have contributed to the Bank's success.

We emphasize - with respect and attention to those people who, for reasons not attributable to the employee, will lose their employment, i.e. a steady income for their own and their families' lives.

Maintain the current standards of collective redundancies with the use of Voluntary Leave Programs - and those dedicated to employees who are in the pre-retirement age were canceled by the employer's decision.

In order to maintain the real value of severance pay over the next three years, the base amount should be raised to realistically cover inflation and the rise in the prices of goods and services.

Therefore, we request that you return to the negotiating table and supplement the content of the agreement with the elements requested by all trade unions. All of them, until the Trade Unions are intimidated with the issuance of the Rules of group layoffs with a content worse than that proposed by the Employer on December 17, 2020.

Yours sincerely  
on our behalf and the Management Board  
Organization  
Dialog 2005

Alicja Jędrych together with Anna Oprocha-Piech