

Crédit Agricole S.A. Group and UNI Global Union sign a new global agreement strengthening the common set of guarantees and protections for Group employees

Crédit Agricole S.A. Group and UNI Global Union, the international trade union federation representing three million employees in the financial sector, have signed a new global agreement. Lasting four years, it strengthens the Group's commitments on human rights, fundamental labour rights, trade union rights and the continuous development of social dialogue and collective bargaining. By incorporating the changes that have taken place in the workplace since 2019, this new agreement offers a common set of social standards for all 75,000 employees of the Crédit Agricole S.A. Group in the 46 countries in which it operates.

In a context of increased digitalization of the financial sector and transformation of working methods, this agreement formalizes the remote working principles applicable in all Crédit Agricole S.A. Group entities. It prohibits all forms of discrimination, violence and harassment and reiterates the commitments made by the Crédit Agricole S.A. Group to its employees in relation to diversity and inclusion, equal opportunities and training, health and safety at work, etc. This agreement also encourages Group entities to promote support measures for their employees who are victims of domestic violence.

Fully in line with its Human-Centric Project, the Crédit Agricole S.A. Group is committed to continuing its initiatives in terms of empowerment and quality of working life. The agreement signed with UNI Global Union includes a strong new commitment to parenthood, with the introduction of 28 calendar days of paid paternity leave. This commitment echoes the one made in the first global agreement, signed in 2019, which introduced 16 weeks of paid maternity leave.

Lastly, as part of a continuous improvement approach, supported by a rich and constructive social dialogue, the Crédit Agricole S.A. Group will draw on UNI Global Union's expertise in the area of fundamental human rights in the workplace as part of its duty of vigilance.

Bénédicte Chrétien, Head of Human Resources at Crédit Agricole S.A. comments: *"The signing of this new agreement with UNI Global Union reflects our constructive long-term relationship. The commitments made to our employees, particularly in terms of equal opportunities, diversity and parenthood, are fully in line with our Human-Centric Project, which promotes local responsibility."*

Alke Boessiger, Deputy General Secretary of UNI Global Union, adds: *"This new global agreement with the Crédit Agricole S.A. Group contributes to the establishment of the highest global standards for the rights of workers in the financial sector. The agreement supports collective bargaining as a means of social dialogue and is adapted to the requirements of the current digital transformation. It provides the same protections, rights and opportunities for remote workers and protects the physical and psychological health of workers in all work situations. We are proud of this agreement with the Crédit Agricole S.A. Group, which recognises the value of trade union relations."*

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About UNI Global Union

UNI Global Union represents 20 million workers in the service sector, including banks and insurance companies, in 150 different countries in order to obtain better jobs and a better life. UNI Global Union helps workers strengthen their rights by increasing union membership and protecting and expanding collective bargaining, through more than 50 global agreements with multinational companies, including eight in the banking sector.

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