

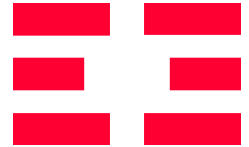


# BNP Paribas

Locations: France (HQ)

Industries: Banks

## RISK LEVEL:



High Risk

### DESCRIPTION:

BNP Paribas will no longer finance new oil and gas fields as part of its ESG commitments. The company scored a 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, BNP Paribas increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. BNP Paribas uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company is a Ceres Network Member, committed to net zero carbon emissions by 2040. For these reasons, BNP Paribas receives a High Risk rating.

### Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **High Risk**

*BNP Paribas will no longer finance new oil and gas fields as part of the company's ESG efforts to end all financing of oil and gas; as a French company, BNP Paribas faces requirements aligned with Paris Accords (1)(2). The company received a score of 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (3)(4).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** **High Risk**

*BNP Paribas' HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company does not appear to discriminate against charitable organizations based on views or beliefs (3).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** **High Risk**

*BNP Paribas provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company (3).*

## Corporate Governance and Public Policy

### Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

BNP Paribas' HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. BNP Paribas signed an open letter in support of the Equality Act (3). BNP Paribas proudly advocates for ESG goals and UN Sustainable Development Goals (SDGs) (4). The company is a Ceres Network Member, committed to net zero carbon emissions by 2040 (5)(6).

### Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

BNP Paribas' HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. BNP Paribas was among the founding members of L'Autre Cercle, an LGBTQ workplace-focused organization (3).

### Uses corporate political contributions for ideological, non-business purposes. High Risk

BNP Paribas' HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. BNP Paribas does not operate a PAC at this time and has not lobbied for ideological purposes (3)(4)(5).

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