

PRESS RELEASE

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Societe Generale certified Top Employer France 2017

Societe Generale has received Top Employer France certification for the fourth year in a row for its Human Resources policy.



The Top Employers Institute awarded this certification to a panel of benchmark companies after an independent evaluation of their HR policies and practices, which included: the management of careers and talented employees, training, working conditions, employee commitment, social benefits, etc. The results of this evaluation are audited by Grant Thornton.

Societe Generale Group was notably awarded for:

- **Its capacity to accompany employees in the digital transition and new working methods:**
 - o [Les Dunes, the Group's new technology hub](#) (in the east of Paris), where employees benefit from Flex office as well as innovative, open, collaborative working environments fostering collective intelligence. 88% of the 5,000 employees based in Les Dunes are satisfied;
 - o Development of Test & Learn methodology and Open Innovation policy
 - o Telecommuting (5,000 employees in France, doubled vs. end 2015);
- **Providing support to employees to adapt to new environments** with new participative methods of learning, ATAWAD (Any time, Any Where, Any Device) such as MOOCs or Micro learning;
- **Leveraging on internal strengths to build future leaders** thanks to training and internal mobility ;
- **Promoting well-being at work** with notably the "Life at Work" Programme and the Work-life balance Charter ;
- **Pay special attention to the employees' expectations to better meet our clients' needs** with participative management, surveys on well-being at work.

For Edouard-Malo Henry, Societe Generale Group Head of Human Resources, « *being certified Top Employer for the fourth year in a row demonstrates our strong capacity to adapt and create every day a stimulating and innovative environment for all employees.* »

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Societe Generale

Societe Generale is one of the largest European financial services groups. Based on a diversified universal banking model, the Group combines financial solidity with a strategy of sustainable growth, and aims to be the reference for relationship banking, recognised on its markets, close to clients, chosen for the quality and commitment of its teams.

Societe Generale has been playing a vital role in the economy for 150 years. With more than 145,000 employees, based in 66 countries, we accompany 31 million clients throughout the world on a daily basis. Societe Generale's teams offer advice and services to individual, corporate and institutional customers in three core businesses:

- **Retail banking in France** with the Societe Generale branch network, Credit du Nord and Boursorama, offering a comprehensive range of omnichannel financial services on the leading edge of digital innovation;
- **International retail banking, insurance and financial services to corporates** with a presence in developing economies and leading specialised businesses;
- **Corporate and investment banking, private banking, asset management and securities services**, with recognised expertise, top international rankings and integrated solutions.

Societe Generale is currently included in the main sustainability indices: DJSI (World and Europe), FSTE4Good (World and Europe), Euronext Vigeo (World, Europe and Eurozone), Ethibel Sustainability Index (ESI) Excellence Europe, 4 of the STOXX ESG Leaders Indices, MSCI Low Carbon Leaders Index.

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