

IDENTIFICATION OF THE CHALLENGES FACING BNP PARIBAS REAL ESTATE

SOCIAL IMPACTS	RISKS	OPPORTUNITIES	CHALLENGES
SDG 3 (targets 3.4-3.9) SDG 8 (target 8.8)	Occupational hygiene, health and safety accidents / Accidents in buildings for occupiers / Client health and safety accidents / Fight against pandemics	Well-being and quality of life Remote working and flexibility Building health safety Service digitisation	Well-being, health and safety in buildings
SDG 4 (targets 4.3-4.4)	Lack of preparation of employees for changes in professions / Talent drain / Lack of employee commitment / Decreased employability	Digital transformation CSR Training	Adapting employees' skills to the professions of the future
SDG 5 (targets 5.1-5.5) SDG 8 (targets 8.5) SDG 10 (targets 10.3-10.5)	Disengagement of women employees / Social non- compliance / Reduced performance / Image and reputation	Gender equality in governance	Diversity and professional equality
SDG 8 (targets 8.7-8.8) SDG 10 (target 10.2) SDG 16 (target 16.10)	Violation of human rights (forced labour, minors, migrants, personal data, decent wages, non-excessive work hours...)	Inclusion	Human rights and non-discrimination
SDG 12 (target 12.6-12.8) SDG 13 (target 13.3)	Departure of employees due to lack of awareness and commitment to CSR (weakened corporate culture) / Issues of CSR reporting and appropriation	CSR Policy CSR Training CSR Reporting	CSR integration in the business lines