



Professional appraisal Identifying New Targets

Professional appraisals are a key factor in career development, enabling employees to sit down with their manager each year to discuss their strengths and opportunities for progress.

This gives people a more precise vision of their capabilities and potential, and lets them set out their objectives in an action plan for the coming year in conjunction with their manager.

This also lets employees and their manager identify both training needs and medium-term career development opportunities.

Appraisal interviews are of course personal, but they are also rooted in the elements that anchor the Group's common culture. BNP Paribas is strongly committed to equal opportunity and signed France's Equal Opportunity Charter in 2006. Concretely, this means that the appraisal process and criteria are the same for everyone.

Professional appraisal is based on collaboration between employees and their management and is thus also key to preparing for successful job mobility.



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