



BNP PARIBAS

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świata**

Warsaw, March 6, 2020

BNP Paribas Bank Polska S.A.
Kasprzaka 10/16
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LETTER OF REFERENCE

To Whom It May Concern,

BNP Paribas is a leading bank in Europe with an international reach. It has a presence in 72 countries. The Group has key positions in its main activities: Domestic Markets and International Financial Services and Corporate & Institutional Banking. Our mission is to offer responsible and innovative financial solutions which help our customers change their world and support the Polish economy. We aim at making all our operations socially and environmentally sustainable and to comply with relevant legislation. We undertake efforts aimed to ensure that all our strategic decision making is preceded by the human rights impact assessment.

In this context we have entered into a cooperation with the Polish Institute for Human Rights and Business (PIHRB). The team of PIHRB experts (internal and affiliated) was commissioned to provide an analysis on the human rights risks of doing business in Belarus to inform the risk assessment efforts concerning possible bank expansion in that country.

The analysis, despite very short time foreseen for its delivery, due to urgency in taking the strategic decision, was of high quality and provided a very useful overview of a country BHR context as well as legislation in core areas such as labour rights, working conditions, including overtime and OHS, Trade unions, revenue transparency and management, land and property, environment, remedies, security & conflict and financial sector specific regulations, analysed from the perspective of the potential adverse BHR impacts.

PIHRB not only has a hard to match unique expertise, but is also professional and has exceptionally strong in-house legal, human rights and labour rights expertise. It is also known for – if needed – collaborating with first-class experts in other countries to deliver best result – which in case of our assignment meant being able to profit from the involvement of the top Business and Human Rights experts from Belarus.



Importantly, PIHRB, despite being a civil society organization, understands the dilemmas faced by business and is solutions-oriented, with focus on how to improve the situation and/or address specific challenges in advance in a constructive manner.

All this makes PIHRB a valuable partner, whom we can recommend without hesitation. Should there be any need for further information, please feel welcome to contact us.

Sincerely,

Maria Krawczyńska

CSR Bureau Director

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Dyrektor
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