



Aymar DE LIEDEKERKE BEAUFORT

Chief Executive Officer (CEO) of BNP Paribas India Branch and Head of CIB India:

Diversity is a must in life. Not being diverse makes you totally disconnected from your real world, from the environment, from your community. The amazing part in this story is that we are still talking about it, we are still discussing if Diversity is a must or not. Diversity is a mercy in life. Not being diverse means you are disconnected with the real world, with the community, with the reality that's surrounding you. I find it amazing that at the beginning of the 21st Century, we are still talking about it. So let's make sure altogether, that this diversity is really implemented in BNP Paribas. This is a Must, Collective Must, Individual Must. This is our responsibility & I am sure that altogether we can make it happen, yes we can!

Umasankar NISTALA

CEO – BNP Paribas India Solutions:

Hello Everyone. An Ally is someone who recognizes that they are on the privilege side of a particular prejudice or a operation divide & then actively engages in the search to implement some strategies to dismantle that divide. Now being a Male Ally means helping support any female individual and taking an active role in the development & growth. Now as a Male Ally, some of the key questions we ask is how do we get women more invested in key programs? How we can get something moving? How can we get more men involved? & what would it take to make that difference? So while awareness is the 1st step in Ally ship, education for both self & others is critically important. to all the men out there, especially those of us who are fortunate enough to find ourselves in positions of leadership, we can do better, we must do better. I would urge all Ally to personally mentor & sponsor diverse talent. Thank you very much!

Theofilos MITSAKOS

Managing Director - BNP Paribas Global Securities Operations:

Hi All. A little story for you. Some years ago, I was working in London: strong base, pressure, long hours of working in office. There was pub nearby and somedays it felt really soothing to go there with the team after work, have a couple of drinks, discuss, relax the pressure. You won't think there is something wrong with that. Actually the bond better together, but after the 2nd, 3rd of 4th time we went there, it became evident that certain team members that who wanted to be there with us actually, simply could not. In particularly the younger moms, they had to rush back to go to school or kindergarten to pick up their children. So with this realization, it became evident that such repeated pub gatherings were not exactly the most diverse & inclusive team engagement. So of course, appreciating this what we did was to start organizing morning coffee meetings, lunches & time spent overall with such team members that could not join after work so that we avoid discrimination. Now with this little story, my motivation for becoming a Male Ally as sponsor is to increase awareness about what we call our Unconscious Bias. Thank You.

Jaideep ARORA

CEO – ShareKhan:

I am very pleased to know that the Male Ally Program has been formally launched within BNP Paribas Group in India. It's a wonderful initiative from the Group to promote the cause of Diversity & Inclusion and also to reduce gender inequality in our place of work. For me Male Ally is any person who through concrete action, supports & mentors the women colleague so they get an equal opportunity to work. All of us have conscious & unconscious biases and this program gives a wonderful opportunity to weed them out. The lot of us in senior leadership position who can be become Ally & mentor women and really help them achieve career progression and find their true potential. Even others can do a lot by doing very nice things in the place of work so it becomes a wonderful place for women to work and they can be valued and heard. So I would now as a sponsor of the program, request all the male colleagues in the group to join me support the women & make this program a success and help us become stronger together, thank you.