

Press Release

Massy, 11 March 2021.

## **Equal opportunities Crédit Agricole Consumer Finance supports single-parent families**

**In 2021, Crédit Agricole Consumer Finance will step up its measures to promote professional equality among its employees. Two flagship measures are implemented: specific support for single-parent families and the wider opening up of programmes dedicated to women's professional development.**

### **A new agreement on professional equality**

Crédit Agricole Consumer Finance is convinced that mix and diversity are real factors of wealth, social balance, innovation and efficiency. Underpinned since 2011, gender equality in the workplace is of paramount importance to the company's development ambitions. With a gender equality index of 93 out of 100, CA Consumer Finance has made real progress in recent years. In 2021, the company will step up its efforts in this area, contributing to the Crédit Agricole Group's proactive policy on diversity and gender balance.

This is why the General Management of CA Consumer Finance proposed a new agreement on professional equality to the trade union organisations representing employees, which was unanimously signed by their representatives for a period of three years.

### **Giving parents time for their children**

This agreement includes two key measures:

- Specific support for single-parent families by maintaining the wage at 95% for a part-time activity at 80%, under the conditions set out in the agreement. Etienne Epitalon, Director of Human Development France at CA Consumer Finance, explained: "With this measure, we want to support our employees raising their children alone and help them free up time for their education without weighing on their income."

- Opening up programmes dedicated to women's professional development to a wider public. These include the Women's Leadership programme for women managers and professional development workshops for women technicians in banking professions.

Stéphane Priami, CEO of CA Consumer Finance, concluded: "With this new agreement, we are reaffirming our engagement to guarantee equal opportunities and equal treatment for employees, and our commitment to shared progress for CA Consumer Finance, in France and in the other markets where we operate. Indeed, this dynamic includes all of our entities."

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**About Crédit Agricole Consumer Finance**

Crédit Agricole Consumer Finance, Crédit Agricole SA's consumer credit subsidiary, distributes a broad range of consumer credit and related services (in France, principally through its commercial trademarks Sofinco, Viaxel and Creditlift Courtage) for distribution channels as a whole: direct sales, point-of-sale financing (automotive and home appliances) and partnerships. Alongside large companies in distribution, specialist distribution and institutional players in the 19 countries where it is present, CA Consumer Finance offers its partners solutions that are flexible, responsible and adapted to their needs and those of their clients. Excellent relationships, local accountability and social commitment are the pillars that make CA Consumer Finance a group acting in the interests of its clients and of the company on a day-to-day basis. As of 31 December 2020, CA Consumer Finance managed €91 billion in outstanding loans.

Find out more: [www.ca-consumerfinance.com](http://www.ca-consumerfinance.com)