

CORPORATE SOCIAL RESPONSIBILITY

REPORT
2019-2020



The present document describes the main action directions of Camusat Group Corporate Social Responsibility. The actions put in place in order to reach our social, environmental and community objectives, their results as well as the progress still to go are treated in this paper.

Given the crisis caused by Covid-19 pandemic and the lockdown decisions spread around the world, this report covers 2 years : **2019** and **2020**. It accommodates the information from all Group entities, unless explicitly mentioned the contrary. This report has not made the object of an external auditor validation.

All your questions and comments regarding this report or our Group CSR approach in general are welcome at : **public.relations@camusat.com**

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Promoting success, security and well-being of our employees...

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...protecting the environment...

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...and promoting the local community development.

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OUR

GROUP



Excelling in
5
business lines



State of art in
1
financial line
aktiv[↑]co



Operating in
20+
territories



+2,600
direct
employees



Generating
167m€
turnover in 2020



More than
40+
of success story



Faithful to
3
commitments



Innovation



Reactivity



Diversity

Camusat **Group's values** are imprinted in its genetic code and **guide all our employees & staff members** around the world in their day-to-day activities.



OUR
VALUES



**Telecom Site
Construction &
Installation**



**Power Systems &
Renewable Energies**



**Equipment
Installation &
Commissioning**



**Fixed & Fiber
Optic Networks**



**Managed Services,
Maintenance &
Operations**



CAMUSAT OPCO

ACTIVITIES

Our 5 business lines fully support the constant evolving telecom actors' needs. We build quality telecom network infrastructures, and prepare the ground for the deployment of future communication technologies.



ZERO CAPEX
OVER CONTRACT DURATION

10 YEARS
MINIMUM



LOWER
OPEX

EBITDA
IMPROVEMENT



FINANCING
SECURED

INVESTMENT
GUARANTEED



NETWORK
PERFORMANCE

CAMUSAT
TECHNOLOGY



ENERGY
EFFICIENCY

GREEN
SMART SOLUTIONS



ENERGY
SERVICE
COMPANY

Telecom sites
under ESCO
model

2,500

AKTIVCO

ACTIVITIES

Our dedicated investment vehicle along with our worldwide operational crews answer telecom sector's needs to outsource the energy infrastructure. More than 2,500 telecom sites under ESCO model.





CAMUSAT OpCo: 29 TERRITORIES



AKTIVCO: 6 TERRITORIES

OUR GLOBAL

FOOTPRINT

Our team counts today on more than 2,601 direct employees :



AFRICA &
INDIAN OCEAN

CALA

MIDDLE EAST,
ASIA & PACIFIC

EASTERN
EUROPE

FRANCE &
OVERSEAS



1,224

714

376

153

134





Our Business Intelligence, essential in our data processing & exploitation.

Since 2018, our Group has been implementing a transformation project relying on the **digitalisation** of its entire information library. From the operational point of view, the data collected from our telecom sites are fully dematerialized. We address a big volume of information allowing us a detailed and optimised analysis of all our operational flows and processes.

In parallel, we have launched in 2019 a large scale project for the **implementation of a Corporate Performance Management platform** for the benefit of all subsidiaries in the Group. This progress towards financial intelligence provided us the opportunity to redefine our financial frameworks, facilitated the exchange of information while increasing the clarity and comprehensibility of the data. Our teams are thus more effective and committed.

OUR

INNOVATIONS



We believe that managing our business in a responsible manner from

social, environmental and community

point of view supports our company's success and efforts to meet to our stakeholders' expectations.

OUR

COMMITMENTS



You have been recruited in 2017 by Camusat Group for the particular goal to launch its new ESCO business under the Aktivco company. Now, after four years, can you tell us how the development of this new activity reinforced the CSR approach of Camusat Group ?

When I joined Camusat, the social, environmental and community commitments were already well integrated into Group's overall strategy. With the 5 ESCO contracts that we have signed over the past four years, we have accelerated the Group's CSR performance. In particular for its environmental dimension. Depending on the configuration of our sites, we can estimate up to 83% less fuel consumption, ie 24,000 tonnes of CO2 avoided yearly, which is important in terms of environmental footprint. The development of ESCO projects and the massive solarization of telecom sites made possible the evacuation of less CO2 due to a reduced number of maintenance visits, a lower need for fuel on site and less energy from the electricity network (which is often highly carbonated), a reduction in consumables to be recycled and finally a reduction in pollution linked to transport on site.

Our ESCO projects also fully contribute to our social and community commitment. We create sustainable jobs internally but also within the organizations of our supplier and subcontractor partners. We train and accompany our employees and partners in order to offer them development and mobility opportunities.

Camusat CSR approach is therefore strongly supported by our Aktivco business model which constitutes a real accelerator for our environmental, social and community performance.

THIBAUT DE RODELLEC
CEO AKTIVCO

INTERVIEW

WITH CHIEF EXECUTIVE OFFICER

A black and white photograph of a group of approximately ten Camusat employees. They are all wearing white hard hats and high-visibility safety vests over dark clothing. Many of them are also wearing safety harnesses. They are standing in front of a structure with barbed wire, possibly a construction or industrial site. The employees are smiling and have their hands raised in the air, some with fingers spread, in a celebratory gesture. A semi-transparent green rectangular box is overlaid on the center of the image, containing white text. The overall image has a green geometric pattern overlay in the top right and bottom left corners.

« Promoting success, security
and well-being of our employees. »

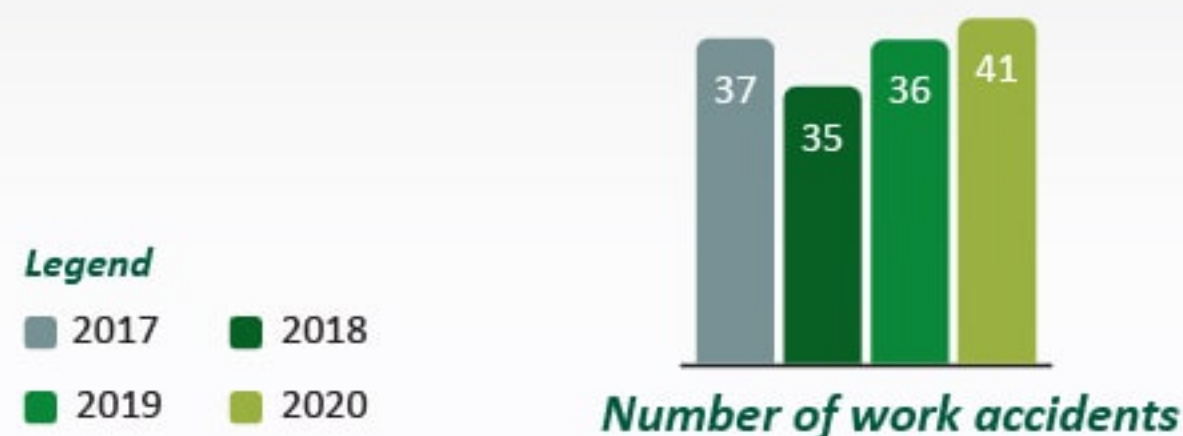
OUR

SOCIAL

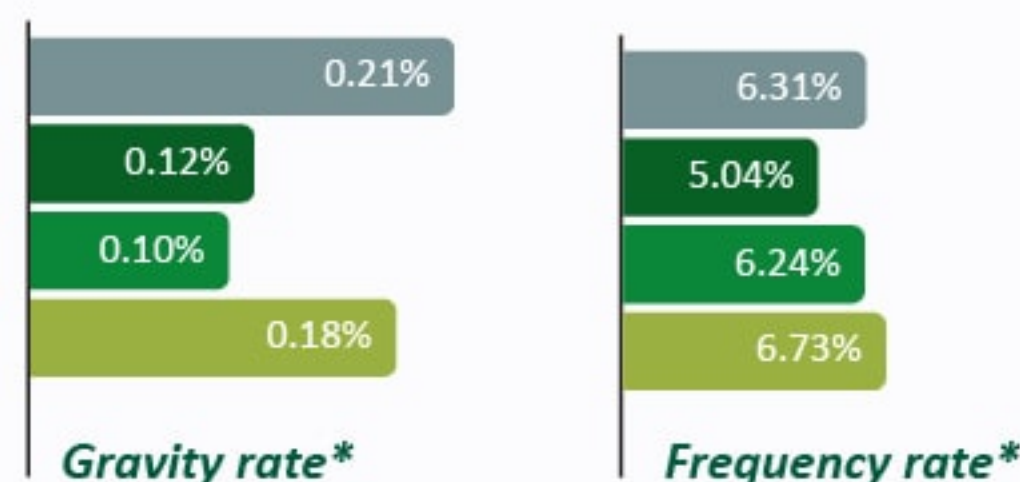
COMMITMENT

Each year we are following closely the **frequency** and **gravity rates** of our work accidents. They both testify our ability to better prevent work accidents.

Our frequency and gravity rate noticeably vary each year. This proves that the efforts paid by our subsidiaries in terms of **professional risk prevention** bring positive results.



This prevention mainly involves **CSR training actions** which are a priority in our training plans. The CSR training hours represent 46.1% of the total training hours delivered in the subsidiaries of the Group.



We also remark an increase of 5.4% of CSR training hours carried out in our subsidiaries between 2018 and 2019, with a light reduction in 2020.

Most of CSR training actions are provided by our in-house CSR trainer who has trained a total number of 2,185 employees since 2016 on the following areas : **introduction to EHS, work at height, first aiders** and **road risk**.

In addition to the on site audits which have become systematic, our subsidiaries organize regular **safety meetings** in order to communicate on safety instructions and make our employees aware of their role in terms of their own safety and of their colleagues.



Number of hours of CSR training



OUR SOCIAL COMMITMENT

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES

The positive results in terms of prevention come mainly from our efforts towards the internal communication on safety domain.

Our subsidiaries communicate their own **safety reports** which highlight the occupational risks existing in their work environment.

This contest aimed to invite the subsidiaries to create safety posters by work unit (office, warehouse, road, on-site) in an original and creative way.

Through this competition, the Group intended to promote the importance of work safety, make the employees aware of the occupational risks they are exposed to and finally to create a team building activity in each subsidiary around the safety topic.

Our subsidiaries have now integrated the reflex of elaborating and communicating safety flashes following the work accidents happened internally which remind their employees the best practices to adopt in order to avoid further events.



Participants in the safety posters competition



« Road work unit »
winner, Myanmar



« On-site work unit »
winner, Cameroon



« Office work unit »
winner, France CGTI



« Warehouse work unit »
winner, Uganda

We have also organized a Group-wide internal contest named « **Safety poster competition** ».



Participants in the safety posters competition

OUR **SOCIAL**
COMMITMENT

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES

In a competitive sector such as telecommunications, **skills development** for our employees to keep the step with the market changes is a major focus for us. Investing in training is therefore essential. Developing the knowledge and skills of our employees is a practice fully integrated into the strategic management of our subsidiaries.



Training during a Camusat Seminar

We have a strong commitment towards them: accompany them achieving their career objectives in Camusat Group.

6.5
training hours

*Total no of average
training hours by
employee in 2020*



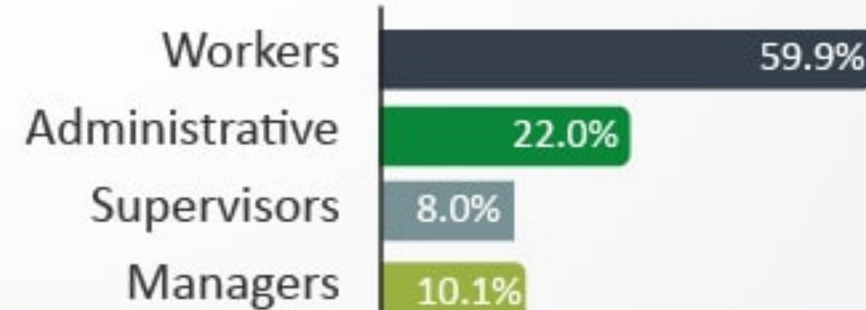

Total hours of training
17,023 **28,842**
in 2020 in 2019

We have continued our « **Talent & Strategic People** » development program initiated in 2015 and we have asked again the managers to identify the existence of new profiles in the Group. We are now counting on 153 Talents & Strategic People representing our managers and engineers of tomorrow.

Thus, several **mentoring, internal and external training** actions are currently in progress.



Distribution by professional category:



Our subsidiaries dedicated 4,659 hours for skills development in 2019 and 2020. The training sessions mainly focused on team management, finance, language skills and IT.

OUR **SOCIAL**
COMMITMENT

OBJECTIVE 2: PROVIDING OPPORTUNITIES TO GROW AND DEVELOP BY TRAINING, SKILLS DEVELOPMENT, TALENTS DETECTING AND FOLLOW-UP

Rencontre avec Hantanirina - Assistante Technique, Camusat Madagascar



Quel est votre parcours au sein du Groupe?
J'ai été recrutée en 2009 sur une offre d'assistante technique. Depuis 2008 jusqu'à ce jour, j'exerce la fonction d'assistante technique et d'auditeur interne.

Avant vous, quelle est la formation initiale universitaire et les qualités requises pour exercer ce métier?
A mon avis, il n'y a pas de formation initiale spécifique pour exercer cette fonction, mais une très bonne formation interne sur les métiers techniques et le fonctionnement d'un site télécom. La principale qualité requise, la connaissance de chaque élément technique qui constitue une structure télécom.

En quoi appréciez-vous de travailler chez Camusat? Pourquoi avoir rejoint Camusat?
C'est un plaisir d'être par ma volonté de réaliser et de connaître le monde des télécommunications.

www.camusat.com

Operating on 5 continents, the **diversity** and **inclusion** make part of Camusat's DNA. With 50 different nationalities within the Group, our intercultural teams are launching ramps for creativity, innovation and therefore performance.

Abdourahamane Internship insights



" Je m'appelle Abdourahamane et je suis stagiaire en ingénierie des Systèmes Réseaux et Sécurité au sein du département Opérations. Rejoindre Camusat Niger m'a permis de découvrir le fonctionnement d'une entreprise, de développer mes compétences d'adaptation et ainsi, m'investir pleinement dans un travail, un service et une équipe. Je suis très motivé par le fait d'analyser les problèmes dans le but d'optimiser l'efficacité opérationnelle de l'organisation, d'apporter mon appui dans l'accroissement des performances de l'entreprise et ainsi participer pleinement à la réalisation de sa mission. "

For this goal we rely on internal and external communication of our specialized jobs performed by both women and men, but also by young recruits during their internship programs which represents a real local employees' selection vehicle.



With jobs that are in general more attractive for male population, our challenge is to promote this type of positions held by women in our Group and to promote our **technical jobs** in order to attract them in this direction.



We regularly publish interviews on our social platforms Facebook and LinkedIn where these employees present their mission and its benefits for the pursuit of their career.

Interview with Swalehe. QEHs Manager, Camusat Tanzania




What is your career path within the Group?
As a QEH Manager at Camusat Tanzania Ltd, I have been exposed to various roles that are potentially widening up my skill and experience. One of the major roles is to lead the company and achieve the best in QHS performance while ensuring various Projects. I have been able to influence on ensuring the company is certified to ISO standards. My main objective is to ensure the company is operating in accordance to applicable country legal requirements, control standards to which the company shall be certified to and also ensure clients requirements are met in terms of QHS.

In your opinion, what are the basic training course and qualities essential to carry out this work?
Working required and demands making to ISO certification, Accident Investigation, Risk Assessment and Control, HSEMS, Security, Behavior Based Safety (BBS), Training, Hazard Management, Incident Investigation, Chemical and Hazardous Waste Management and QHS Management capability.

What is the added value of the QHS role within the subsidiary where you are working?
Overseeing the company to comply with various client QHS requirements, applicable country legal requirements, standards, work together to the employees, to be transparent company, assurance, bring down the Operational risk and safety issues and ensure there are no major accidents, all production, improve, maintain good reputation/brand of the company and as well as a company in a safe position to acquire more volume of work under most of the clients and safety conscious.

OUR **SOCIAL** COMMITMENT

OBJECTIVE 3: PROMOTING DIVERSITY AND INCLUSION



« Providing our customers with quality, low environmental impact products & services and demonstrating our commitment to reduce our own impact »

OUR

ENVIRONMENTAL

COMMITMENT



Reducing the need for electricity is a real challenge for our customers in order **to improve the energy efficiency** of their networks. Camusat strategy is fully aligned with this objective with the marketing of its **e.power** solutions (**e.pC, e.pL, e.pM** and **e.pdC**) and **pure solar** solutions.



Our Research & Development teams and our technical engineers are constantly improving

these two solutions with the aim of further reducing consumption without limitation while **improving the reliability of our equipment.**

These constant evolutions allow Camusat to see the exponentially increase of the sales of these solutions year after year.

In 2019 and 2020 we installed with 74.5% more pure solar site solutions comparing to those installed in 2018.



3,085

Number of sites « pure solar » and e.power installed



70,121

Avoided CO2 emissions (Tons)



The impact is significant in terms of **environmental footprint**. Our two green solutions have significantly reduced the use of power generators, oil and diesel filters. There are **16,144,680** liters of used oil avoided thanks to the installation of these high environmentally friendly solutions.



211,338

Avoided NOX emissions (kg)



614

Equivalent in hectares of forest

Our Aktivco business model has significantly contributed to the increase in hybrid system installations. This represents 99.8% of our total number of installations. **Aktivco** currently has 2,500 sites under ESCO contract.

OUR ENVIRONMENTAL COMMITMENT

OBJECTIVE 1: BUILDING SIMPLER, SMARTER AND MORE SUITABLE SOLUTIONS FOR BETTER EFFICIENCY

Our Research & Development department as well as our technical engineers work on a daily basis on improving and developing our solutions in order to adapt and anticipate the requirements of our customers.

Thus, several projects were carried out in 2019. One of them aims to develop the **deployment of rural sites** using **eucalyptus wood poles**. Hard and resistant wood that can reach up to 100 meters in height.



Eucalyptus woodpoles

This substitution for metal usage contributes to the limitation and reduction of greenhouse gases, because it requires less energy for its

transformation. It also contributes to the storage of CO₂, acting as a carbon sink throughout its lifetime.

The partner who exploits these eucalyptus forests was also selected based on its CSR commitment. It holds the PEFC label which guarantees the sustainable management of the forest in all its dimensions : social, environmental and economical.

Turnover for sold products and services which bring environmental value added

28,060,000 € in 2020

↑+112% comparing to 2015



The addition of **debitmeters** to the **power generators** on our telecom sites is a second flagship project.

This debitmeter is an add-on element to the engine and improves the reliability of the information on fuel consumption metrics needed to make the generators work.



Debitmeter

The final goal is to reduce the fuel consumption while ensuring a better control over the consumptions and showing on time the equipment consuming more energy than expected in the design.

**OUR ENVIRONMENTAL
COMMITMENT**

**OBJECTIVE 1: BUILDING SIMPLER, SMARTER
AND MORE SUITABLE SOLUTIONS FOR
BETTER EFFICIENCY**

Being given that some of our activities may generate significant waste that is harmful to humans or to the environment, several of our subsidiaries **collect** and **recover** their **industrial waste** on a daily basis. Thus this waste is **recycled** or **transformed** for a completely different use. This particularly makes possible the consumption reduction of non-renewable materials and thus reducing the CO2 emissions.



Tree Day– Kenya

In addition to these best practices, Camusat relies on **internal communication** and on **organizing competitions** focused on the environment topics to increase the awareness of our employees in regard to the importance of environment protection.

In 2019 & 2020, we renewed the « **Tree Day** » participation, celebrated in many countries around the world and this supports extensively to raise awareness regarding the deforestation problem.



This day is a good occasion to awaken the environmental awareness and prove that each

of us has a role to play in the protection of our planet.

Camusat Group has also launched a « **Trashtag challenge** » internal competition having as topic cleaning the waste from nature. The participants were asked to take photos which picture the actions. This contest was a great way to point out the pollution issue by calling for action most of our subsidiaries.

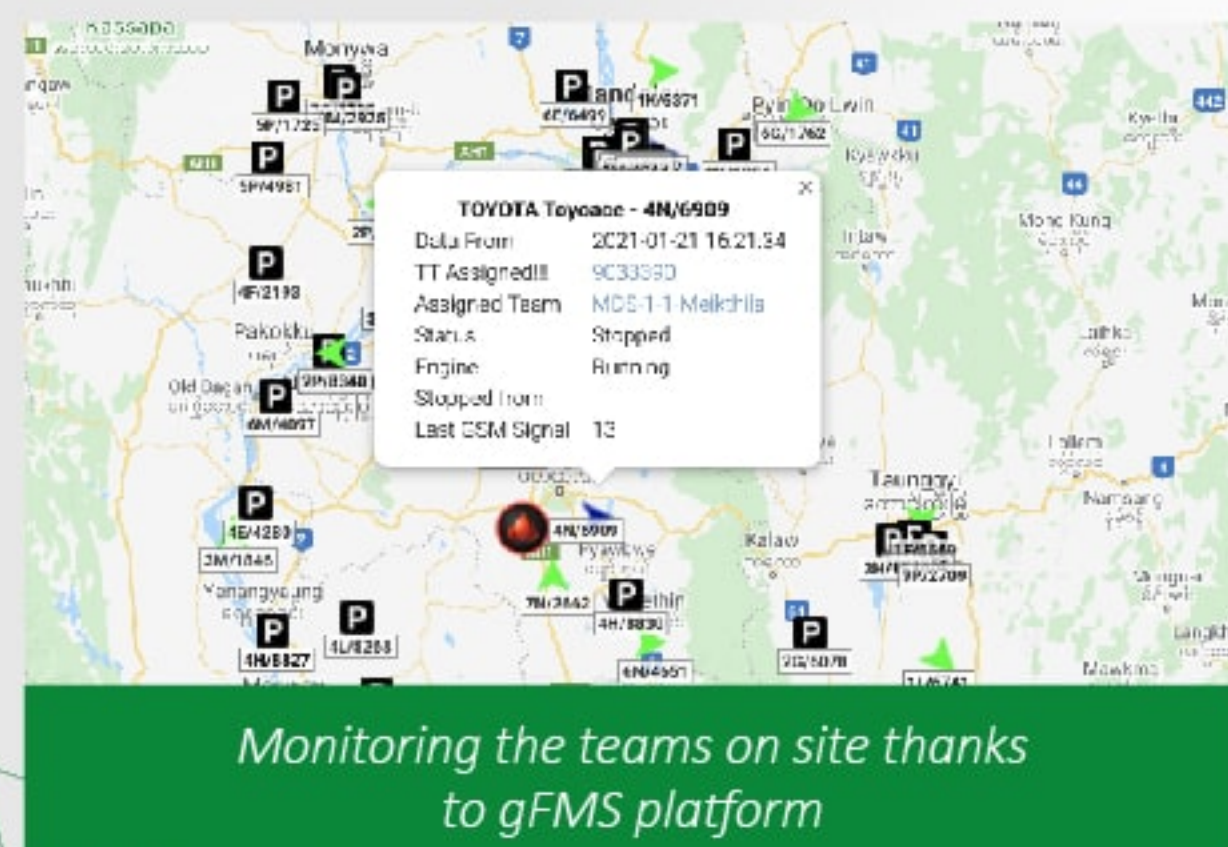


Trashtag challenge – Reunion Island

OUR ENVIRONMENTAL COMMITMENT

OBJECTIVE 2: PROTECTING THE ENVIRONMENT

As for today, we have 16 subsidiaries using our **e.sight** platform and in particular its **tracking module (GPS)** which allows to monitor the movements of our teams on telecom sites when performing the maintenance visits and works. Monitoring and optimizing our teams' traveling on site and movements between the sites is a major challenge in the reduction of greenhouse gas emissions.



Before 2019, we have considered only the emissions of CO2 during the combustion process. But the recent research and studies have demonstrated that this analysis is not at

all exhaustive. In order to become more effective, the emissions of CO2 are to be calculated both during the production phase and during the fuel delivery to the service station.

 **1,307**
Number of vehicles at 12/31/2020

Thus, if one would like to know precisely how much CO2 are emitted through the vehicles exhausted gas, it is needed to add 30% for the vehicles using gasoline and 24% for the diesel vehicles. In other words, 3.3 kg of CO2 for each fuel liter instead of 2.6 kg as for our previous calculations.

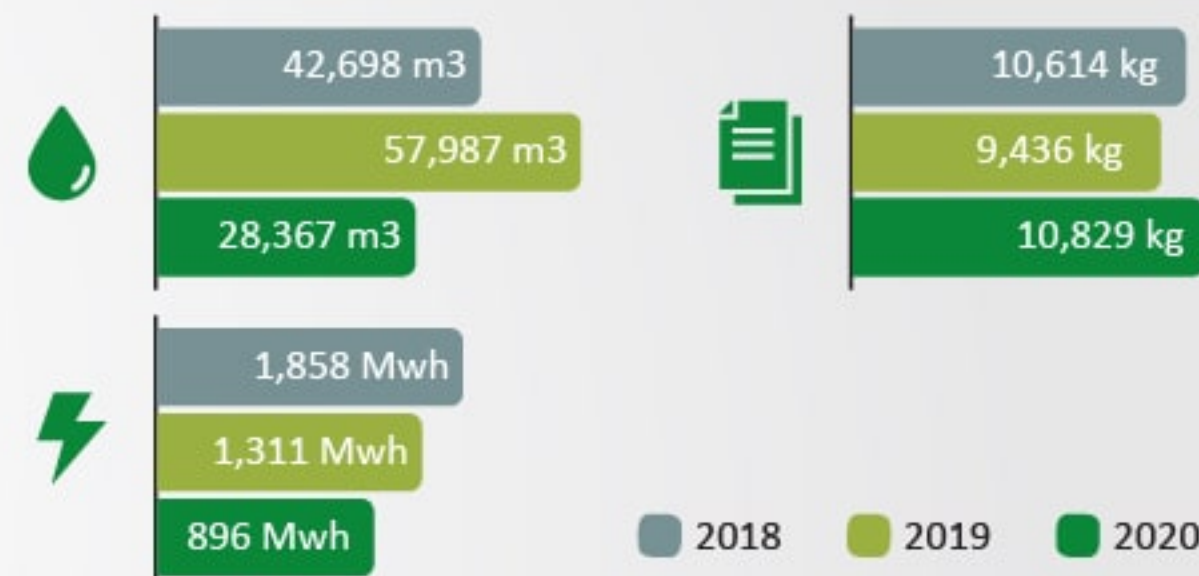
Considering these new parameters, by connecting our fleet to the monitoring

Average CO2 emission of the vehicle fleet

225 g/km  **328 g/km**
in 2019. in 2020.



Group consumption:



platform, we succeeded avoiding in 2019 and 2020, 11,177,200 kilometers or 1,341,360 liters of fuel. In the end this is translated into **4,439 tones of avoided CO2** during these 2 years, meaning 254 hectares of forest.

OUR ENVIRONMENTAL COMMITMENT

OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT



« Investing in development and recognition
within our host communities. »

OUR **COMMUNITY**

• COMMITMENT

The contribution to economical development of the countries where we are present is the first expectation our stakeholders have from us in terms of CSR approach.

With its presence in more than 20 countries worldwide, Camusat is a legitimate actor expected to contribute to the life and dynamism of the countries where it is present.



Fiber optic conference – Romania

Our objective is to identify new ways to **create** and **maintain employment**, by developing more inclusive production the local population can benefit from. Favoring local employment is

therefore essential and represents a real performance lever. To meet this objective, our subsidiaries are as close as possible to their future potential employees and each year strengthen their presence at recruitment events specialized in telecom area.



Camusat presence at a recruitment event

Our strong local anchors are strengthened by our Procurement strategy which plays a fundamental role in purchasing from **local suppliers**, promoting this way the local economical development of the regions where our subsidiaries perform their activity.

Our buyers take into consideration all the economical, social and environmental impact and implications. Thus, the preference will always be for the supply from local sources through selection of offers methods.

97.6% *local employees in 2020*
(+2,3% vs 2015)

94.7% *local supervisors and managers in 2020*
(+9.7% vs 2015)

96% *of suppliers are local suppliers in 2020*
(+1% vs 2015)

OUR COMMUNITY COMMITMENT

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES

To ensure that every Camusat employee is aware of the **anti-corruption policy**, we have launched an important awareness campaign in 2019, complemented by a quizz organized on social media network Facebook.



Winner of anticorruption contest - Cameroon

Facing these issues in our daily activity, we had to make sure that all Group's employees were aware of the existence of this policy and its content. It was in the same time an opportunity to recall the basic rules of our Ethics Code.

In 2020, we have decided to focus our attention on the respect of our ethics code and on our anti-corruption policy for Group managers.

We have re-sensitized **1,385 employees** of the Group in regard to anticorruption policy through the managers of the Group.

eco-efficient short purchasing chains, selection criteria for our partners to allow us eco-innovate together.



2,580 employees

trained employees for high awareness for Camusat Code of Ethics and Anti-Corruption policies 2019 and 2020.

3,592 employees

total number of trained employees since 2018.



Audit of a site in Myanmar

The respect of the same ethical rules and the CSR principles at large is fundamental to be integrated by our partners as well. Our buyers are trained for the CSR principles as we are well aware that this job position requires not only our responsibility, but also offers the opportunity to identify many opportunities for optimisation for the entire value chain.

We therefore make sure to involve our suppliers in our sustainable development approach in order to contribute to the improvement of CSR performance throughout our value chain.

Our approach take into consideration all dimensions : local purchasing, most



OUR COMMUNITY COMMITMENT

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES

Present mainly in emergent markets, we pay a special attention to the contribution to improvement of local living conditions. Thus our subsidiaries dialogue with different local actors in order to improve their economic, social and environmental impact, by integrating these 3 objectives in their strategy, management and activities.

The role of our HR services is thus critical and they work in this direction on a daily basis. Their objective is to target the good actions which are corresponding to the impacts of subsidiaries activity within their country/territory.



Supporting an orphanage - Tanzania



Blood donation - Uganda

These actions are usually oriented around the following directions:

- **Support the rehabilitation** after natural disasters,
- **Fight against poverty,**
- **Contributing to improve the sanitary conditions,**
- **Advocate for causes around sport events.**

The subsidiaries are actively involved in various ways:

- Donating materials and goods, financial support,
- Supporting local initiatives,
- Facilitating the involvement of our employees in local development projects or solidarity actions.

Our subsidiaries follow and implement each year a Group CSR actions plan targeting to reinforce this proximity with local associations, institutions and organizations.



Supporting children - Romania

OUR COMMUNITY COMMITMENT

OBJECTIVE 3: CONTRIBUTING TO IMPROVE LOCAL LIVING CONDITIONS

As every year, through our « **I volunteer with Camusat** » campaign, the Group supports an association in which the participation of our employees is done on volunteering basis. The projects supported by our employees must be aligned with our CSR policy and must thus contribute to health, education and environment improvement.

Since the creation of this campaign in 2015, Camusat has supported 5 projects in Africa and Caribbean countries.



Supporting an association - Cameroon

In 2019, the « **Femmes du Sahel** » association has been selected by our Group,

where Ms. Mireille SABOONY, Camusat Cameroon employee works as a volunteer.



This association was created in 2012 with the aim to promote the education and development of women from North region of Cameroon. The association engages as well to contribute to the improvement of social protection, education, flourishing and financial independence of women from this region.

Camusat has proposed to participate in an awareness campaign among young girls around

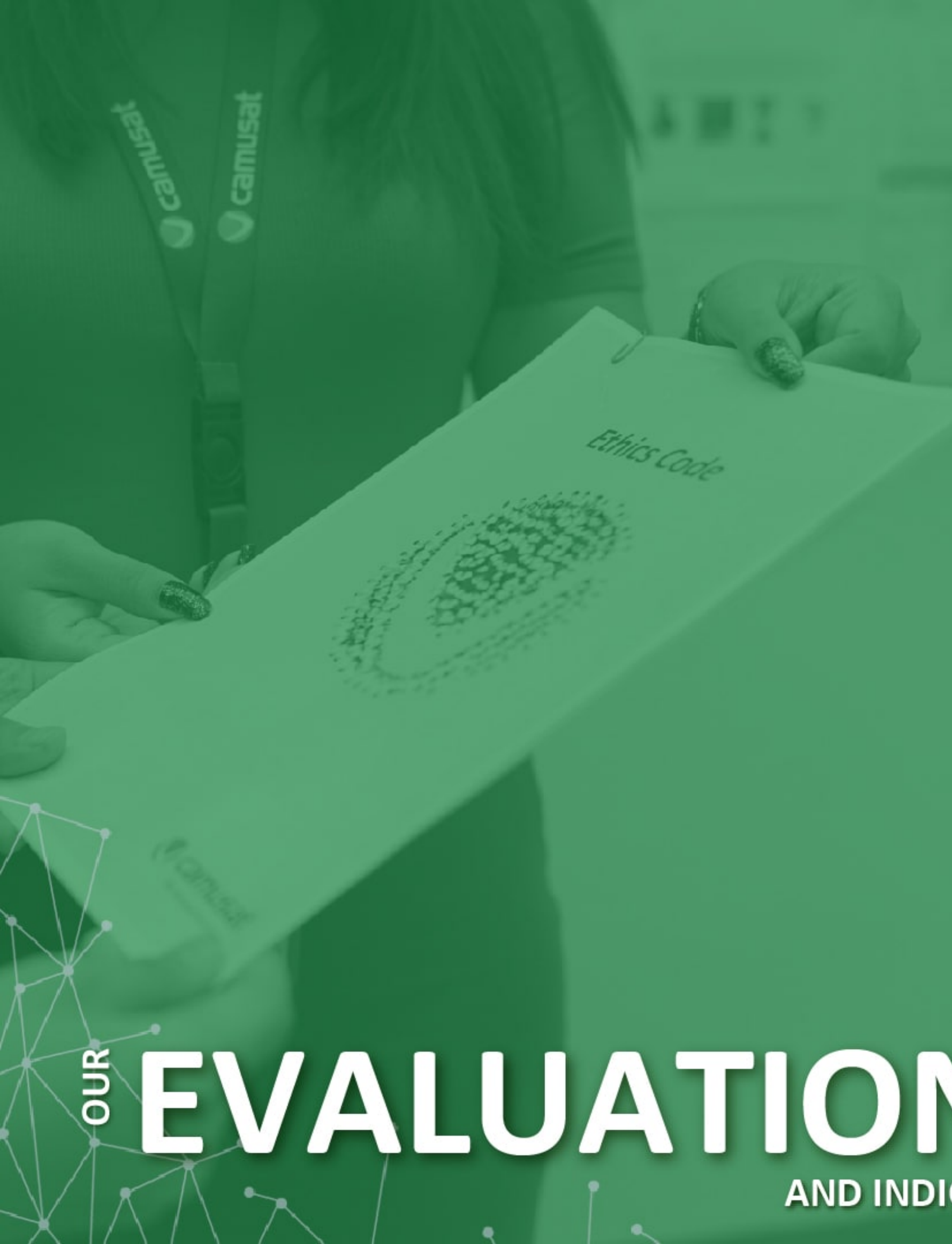
the following topics : the importance of education, barriers for girls' education, socio-cultural constraints, gender equality and prevention of violence against women.

Several conferences have been organized in schools to meet over 10,000 young girls.



OUR **COMMUNITY**
COMMITMENT

**OBJECTIVE 3: CONTRIBUTING TO IMPROVE
LOCAL LIVING CONDITIONS**



WE SUPPORT



OUR EVALUATIONS

AND INDICATORS

We are making reference to the same parameters since 2015 when we launched our global CSR approach. The coordination of CSR topics within the Group is carried out through 2 distinct methods :

- Measurement of standard **performance indicators** on a monthly and yearly basis, each year new data is incorporated in our evaluations in order to bring more precision to the information.
- Implementation and monitoring of the **CSR action plan**, improved every year, managed by our subsidiaries and which meet the expectations of our local stakeholders.

Reporting parameters: this annual report covers the performance of our CSR commitments during 2019 and 2020 calendaristic years. The end date for data taken into consideration in this report is 31st of December 2020.

Scope of information: The information is collected from all our subsidiaries, considering all organizational evolution occurred during 2019 and 2020 (creation, closing, activity transfer).

Reporting protocol: The same as every year, the information was collected through our web based e.csr platform (KPI and ACTIONS modules of e.csr).



Internal evaluation:
Through our Support Group and our HR-CSR & EHS regional experts within our **Internal Audit department** who carry out spot audits within our subsidiaries and assure the follow-up the plans for corrective actions.

External evaluation:
Since several years, the external evaluation is carried out by two third parties' experts :

- First of all, by signing the **United Nations Global Compact**. It is a framework based on volunteering where companies are invited to respect ten universal principles concerning the labor standards, the environment and the fight against corruption. We send each year our «Communication on Progress» (COP), fact which allows us to renew our membership every year.
- Then, **EcoVadis platform** which carries out an annual evaluation, and for which we obtained a silver medal. For the last 5 years, Camusat has ranked amongst 30% best rated companies.

OUR

EVALUATIONS

AND INDICATORS

SOCIAL	Unit of measure	2019	2020
HEADCOUNT			
Total headcount at 12/31/Y	Number	2,879	2,601
Women	Number	347	330
Men	Number	2,550	2,271
Distribution of headcount per type of contracts			
Permanent contracts	Number	1,841	1,878
Temporary contracts	Number	1,056	723
Distribution of employees per geographical area			
Africa & Indian Ocean	%	48.3	47.93
Middle East & Asia	%	15.8	14.45
Caribbean & Latin America	%	23.85	27.45
Eastern Europe	%	6.62	5.88
France & DROM	%	5.45	5.15
Distribution of employees per professional category			
Workers	%	53.33	55.6
Administratives	%	15.84	15.3
Supervisors	%	20.9	17.9
Managers	%	10.73	11.3
Hiring	Number	820	427
Leavings	Number	1,218	624
Intragroup transfers	Number	24	23
LABOUR RELATIONS			
Employees staff representatives	Number	39	37

TRAINING & SKILLS	Unit of measure	2019	2020
Total training hours	Number	288,842	17,074
EHS training hours	Number	13,304	12,364
Average of training hours per employee	Number	9.96	6.56
Employees trained by internal EHS trainers since 2016	Number	2,018	2,185
Training hours provided to Women	%	16.04	
Training hours provided to Men	%	83.96	
Training hours provided to « Worker » employees	%	4.48	
Training hours provided to « Administrative » employees	%	22.78	
Training hours provided to « Supervisor » employees	%	17.96	
Training hours provided to « Manager » employees	%	14.46	
HEALTH AND SAFETY AT WORK			
Work-related accidents	Number	36	41
Work-related accidents leading to a work stoppage	Number	28	24
Calendar days of work leading to a work-related accident	Number	613	1,070
Frequency rate	%	6.24	6.73
Severity rate	%	0.10	0.18
DIVERSITY			
Nationalities	Number	49	50
Headcount feminization	%	11.98	12.69
Technical positions held by Women (workers or supervisors)	%	1.66	-
Women with Supervisor or Manager role	%	23.92	-
Women members in the Group Executive Committee	%	30	27.72
Employees under the age of 30 years on 12/31/Y	Number	1,092	958
Employees above the age of 50 years on 12/31/Y	Number	167	152
Employees in a disability situation	Number	4	8

OUR EVALUATIONS

AND INDICATORS

ENVIRONMENT	Unit of measure	2019	2020
GREEN HYBRID & SOLAR SOLUTIONS (cumulative figures since 2015)			
Generators avoided	Number	3 691	
Oil filters avoided	Number	70,268	
Waste oil avoided	Liters	299,926	
Fuel filters avoided	Number	54,118	
Direct Greenhouse gas emissions avoided	Tons	70,121	
Nox emissions avoided	Kg	211,338	
Green solutions sold	Number	3,085	
WASTE OIL			
Recycled waste oil	Liters	37,004	20,500
Stored waste oil on 12/31/Y	Liters	99,073	58,775
PAPER			
Paper used	Kg	9,436	10,829
WATER			
Water used	m3	57,987	28,367
ELECTRICITY			
Electricity used	Mwh	1,312	896
VEHICLES AND FUEL			
Vehicles on 12/31/Y	Number	1,077	1,397
Average consumption per vehicle	Liters	3,624	
Average CO2 emissions fleet vehicles	G/km	225	328

COMMUNITY	Unit of measure	2019	2020
LOCAL ANCHORING			
Local employees	%	97.61	97
Supervisors and Managers local employees	%	92.16	94.7
RESPONSIBLE PURCHASING			
Purchasers trained on responsible purchasing	%	-	64
Local suppliers	%	-	96
ETHICS			
Employees trained to ethics and raised awareness about anticorruption	Number	1,195	1,385

OUR EVALUATIONS

AND INDICATORS



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