



Corporate Social Responsibility

2018 Report

This document deals with the major priorities of Camusat Group's Corporate Social Responsibility approach. Actions initiated in order to meet social, environmental and community objectives, as well as results and progress to be achieved are also specified.

This report covers the year 2018 and includes all entities of the Group, unless otherwise stated. This report has not been validated by an external party.

Your questions and comments regarding this report and, more generally, the Group CSR approach are welcome at: public.relations@camusat.com

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Recent developments in the telecommunications industry require a massive need for infrastructure to which our five business areas fully respond.

For Camusat, 2018 was a year of change. We have also successfully implemented our new Aktivco offer, based on the financing of efficient energy systems. We are proud to have demonstrated our abilities to deliver, ensure excellent customer service, secure long-term employments and protect our planet.

We shall continue to experience new and very important challenges in the coming years, and we are counting on all our resources to ensure the good development of the Group.

Richard THOMAS
Chairman



MESSAGE

OF THE CHAIRMAN



Our Group



excelling in

5

business lines



operating in

35+

territories



over

2,900

direct
employees



generating

180m€

of turnover
(2018)



sucess story

40+

years



faithful to

3

commitments

OUR COMMITTEE EXECUTIVE



Richard THOMAS
Chairman



Emeric DONT
*Deputy
Chief Executive Officer
Camusat Opco*



Julien CATEL
*Group Chief Administrative
& Financial Officer*



Sébastien MARTIN
*Group Chief Commercial
& Business Development
Officer*



Thibaut DE RODELLEC
*Chief Executive Officer
Aktivco*



Monica ROBU
*Group Chief Internal Control
& Compliance Officer*

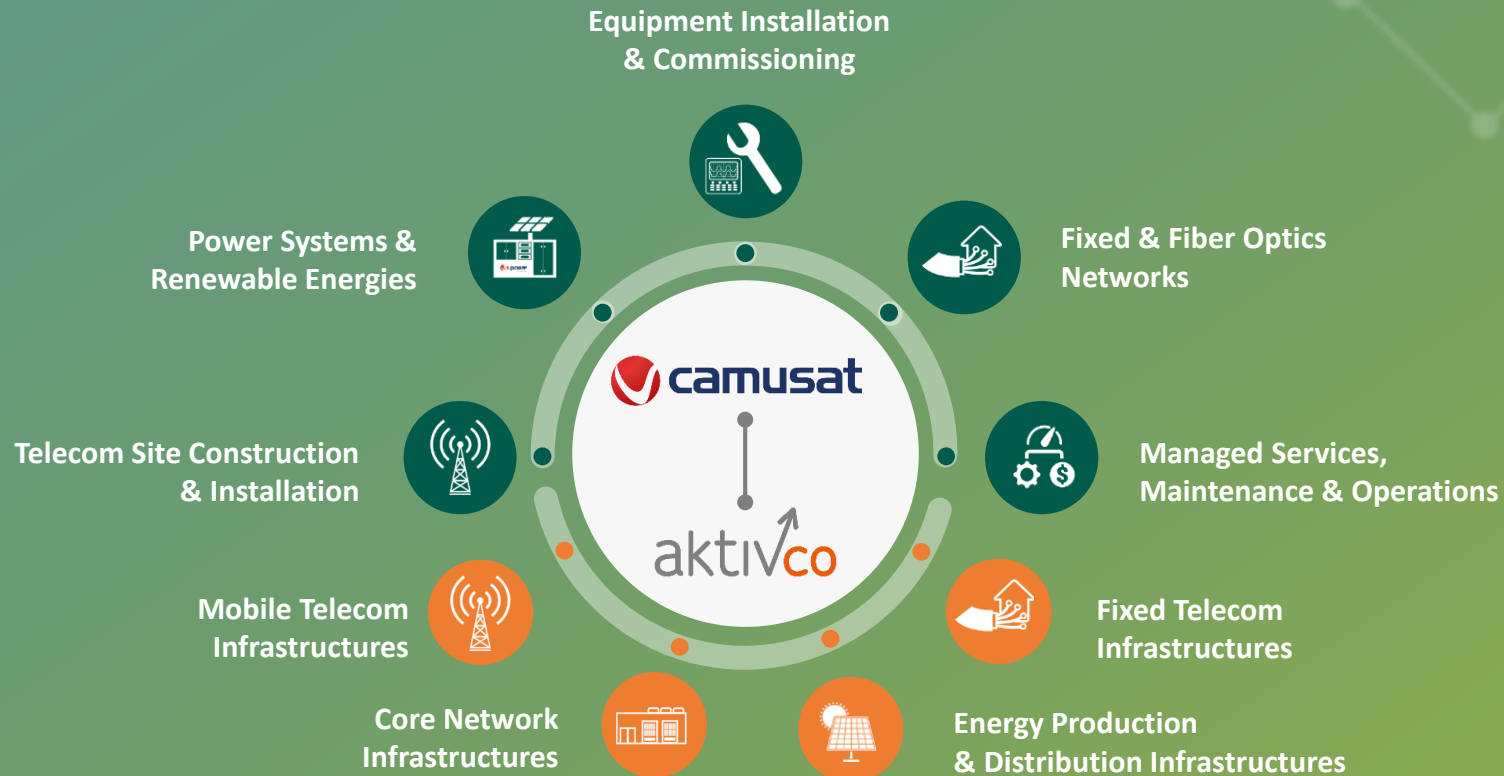


Elodie PERRIGOT
*Group Chief HR-CSR
& EHS Officer*



Ivan NAZARSKI
*Group Chief Technical &
Information Officer*

Our solutions




The Group supports telecom actors to efficiently build and optimize their networks development all over the world by integrating the very latest telecom technologies through our operational company Camusat on one hand, and, on the other hand, to offer them telecom infrastructures outsourcing solutions thanks to our dedicated investment vehicle, Aktivco.

Increasing the potential of Digitalisation with Business Intelligence

In 2018, the Group initiated a transformation project by focusing on digitising all of its data. Thus, Camusat has completely redesigned the operation and interdependence of its services, as well as its operational model, including even the dematerialisation of data collected on its telecom sites.

With the development of our IT tools, we process a wealth of information to provide a detailed and optimised analysis of our operational flows and of the condition of our telecom sites. Thus, we can improve the work of our teams, deliver a better-quality service to our customers and reduce our CO2 emissions.

OUR INNOVATIONS



HEADQUARTER IN FRANCE,
INTERNATIONAL COVERAGE
(30+ territories)

* 2018 figures

OUR GLOBAL

FOOTPRINT

Our team has grown to more than **2 900 direct employees*** :

	AFRICA & INDIAN OCEAN	MIDDLE EAST & ASIA	CALA	EASTERN EUROPE	FRANCE & ITS OVERSEAS
	1510	730	310	220	155

Camusat Group values make-up its genetic code and guide all the staff members all over the world in their day-to-day activities.



Innovation



Reactivity



Diversity

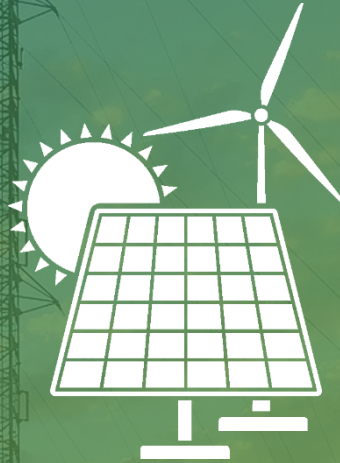
OUR **VALUES**



Our commitments



Social



Environmental



Community

We think that doing business in a responsible manner from a social, environmental and community point of view, helps our company succeed and meet our stakeholders' expectations.

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

OUR SOCIAL ENGAGEMENT



How do you integrate the social objectives of the Group in your teams' day-to-day activities?

We pay a particular attention to the diversity within our subsidiaries. Thus, more than half of our management team is represented by women and the place of others cultures / nationalities is also very important. We are also constantly performing EHS audits on all our sites. Monitoring the level of work-related accidents with the help of the EHS department in order to improve the safety culture and awareness levels among our employees, weekly meetings are taking place between our EHS department and the company management team.

In your opinion, which of our social commitment actions contribute the most to the performance of the subsidiaries under your management?

In my opinion, all of our social actions contribute directly or indirectly to the performance of our subsidiaries, especially the training and the detection of new potentials that create a collective dynamic and reinforce our corporate culture. Finally, we involve all our teams in achieving regional goals to achieve the best possible performance. This also will encourage the teamwork.

INTERVIEW

WITH JOAO FERREIRA, REGIONAL MANAGING DIRECTOR, CARIBBEAN AND LATIN AMERICA REGION

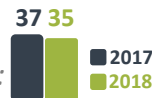




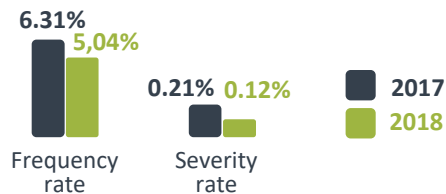
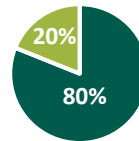
Objective 1: continuously strengthening accident prevention and protection of employees

The **frequency rate** of our work-related accidents is well below the average rate found in our field of activity.
The **severity rate** was, in its turn, **halved** compared to last year.

Number of work-related accidents:

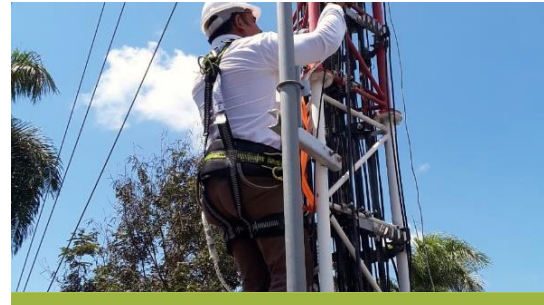


■ Without work stoppage
■ With work stoppage



We have, therefore, achieved a great success in the pursuit of our goal of safety in relation to our employees, thanks to our **awareness-raising actions, training and audit**, which have already been implemented for several years and constantly improved.

We spent an amount of EHS training hours similar to the one from last year. Our internal EHS trainer helped maintain this quantitative and qualitative level of **safety-related training**.



EHS Training – Camusat Dominican Republic

A new module on **road safety risks**, the leading cause of work-related accidents in our Group, has been introduced since 2018 in our internal training program.

Finally, we improved our EHS control by performing **audits on the sites of our subcontractors**. Since 2018, we offer them our internal trainings on safety.

This training offer is also available for our customers.



12 617

Number of EHS training hours in 2018



1 485

Employees trained by our internal EHS trainers since 2016

OUR **SOCIAL** COMMITMENT

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



Objective 1: continuously strengthening accident prevention and protection of employees

We consider that internal communication is an important vector in the development of a safety culture. Therefore, we broadcasted several **safety flashes** on specific themes (handling, road safety risks, etc.) and we organised a **safety challenge** at the end of the year, entitled “Pimp My Helmet”.



Participants to the “Pimp My Helmet” challenge - Camusat Antilles - Guyane

Based on their risk assessment, our subsidiaries have themselves created a presentation of their occupational risks and of the measures implemented locally to minimise work-related accidents as much as possible.

This **custom-made presentation** is given and explained at **each hiring**, to ensure a maximum level of involvement of our employees in their own safety and that of their colleagues.

Objectives for the upcoming years:

Our ambition is to render our subsidiaries promoters of CSR issues awareness. We will continue to support them in their communication, and we will entrust them with the broadcasting of their own safety flashes, which better reflect local realities.



Objective 2: providing opportunities to grow and develop by training, skills development, talents detecting and follow-up

We continue to focus on training to develop the potential and skills of our employees. Overall, there are more than **18,000 hours of training** dedicated to **developing the skills** of our employees. A campaign called “Key People” was initiated at Group level to identify employees with particular know-how or key skills and to enable them to pass on their knowledge through **tutoring**. This system has also been used to support new hires and employees who have changed jobs.



Total training hours per person:

10 in 2018 vs **7** in 2017



Mentoring - Camusat La Réunion

Breakdown by professional category:



75 Intragroup transfers in 2018

In pursuing our **Talent Management** project, the actions implemented by our subsidiaries have given tangible results for the year 2018.

Several employees identified in 2016 were assisted for new positions related to Management of subsidiaries.



Joseph TOUMA, talent identified in 2016, Regional Managing Director, Middle East & Asia since April 2018

Objectives for the upcoming years.

To anticipate future needs, to strengthen and retain the many skills present within the Group, including technical and managerial ones, we are carrying on with our efforts to identify our talents by continuously improving.

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

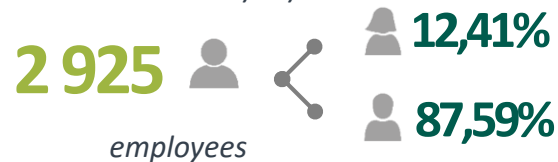


Objective 3: promoting diversity and inclusion

A major advocate of the quality of life, Camusat considers **diversity** and **inclusion** as key priorities in its development. These are **levers of competitiveness** and **business performance**, allowing Camusat to be more innovative and closer to its employees. The **inclusive culture** of Camusat enables it to take full advantage of all the skills existing within its organizations.

Employees feel free to share and enable subsidiaries to benefit from all their skills and professional and personal experience.

Headcount on 12/31/2018:



The effects in terms of business can be measured: added loyalty, productivity, commitment, innovation and customer satisfaction.

In 2018, we continued to focus our actions around the three usual themes, namely: **gender equality, celebration of success and integration of young people.**



Intern – Camusat Uganda

Partnerships with schools and universities to offer internship assignments increased considerably in 2018. Camusat subsidiaries offered a total of **155 internship** assignments over the year, promoted by interview campaigns.

This communication makes Camusat known to future graduates looking for internships and increases the interest of candidates in our job offers.



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



Objective 3: promoting diversity and inclusion

In order to reaffirm its commitment to a balanced representation of women and men in **technical and management positions**, Camusat periodically broadcasted interviews with women, to promote their positions and their experiences, both internally and externally.

Technical jobs held by women (workers and supervisors) at 12/31/2018:

 **11,91%**

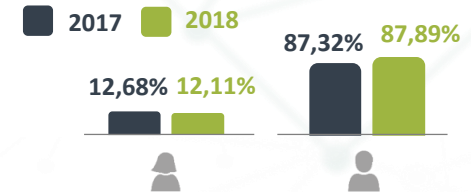


Acknowledging achieved objectives increases the chances of success in the future. Therefore, Camusat subsidiaries have developed the implementation of employee acknowledgement systems, particularly on the African continent. These initiatives are increasingly growing in all our subsidiaries and contribute to strengthening the sense of belonging to the Group.



Employee of the Month— Camusat Niger

Training in 2018 vs 2017:



Objectives for the upcoming years:

We will start a campaign to highlight the EHS function by interviewing employees in charge of this mission within our various subsidiaries. Finally, all our subsidiaries will be encouraged to value their success and employees who contribute to this on a daily basis. We will continue to broadcast interviews of women in managerial or technical positions, as well as trainees who join our Group.

OUR **SOCIAL**
COMMITMENT

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

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

OUR COMMITMENT
ENVIRONMENTAL



What is the role of environmental stakes in your activity?

Respect for the environment is a major concern of the Camusat Group, as a responsible company. As such, through our activities of site maintenance, construction and deployment of optical fiber, we ensure strict compliance with current regulations in Ivory Coast. In particular, we are promoting the deployment of low environmental footprint energy solutions as part of our new ESCO activity. This allows our customers to achieve substantial economic gains but also to meet their obligations in terms of respect for the environment.

To what extent do the environmental actions carried out by our subsidiaries have an impact on people's daily lives?

It is our responsibility to limit the impact of our activities on the environment. Thus, we are ensuring that rural communities are involved in various green activities, such as reforestation of sites and recycling of packaging that we use for our infrastructure projects. These actions also make people aware of environmental challenges that are often underestimated in emerging countries.

INTERVIEW

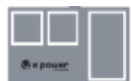
WITH ARISTIDE SANON, COUNTRY MANAGING DIRECTOR, CAMUSAT IVORY COAST





Objective 1: building simpler, smarter and more suitable solutions for better efficiency

The two green solutions available in the Camusat portfolio of products and services, **e.power** (e.pC, e.pL, e.pdC) and the **pure solar** energy, evolve each year in order to always meet the demand of our customers. The reduction in fuel consumption and, more generally, the respect of the environment, are at the heart of our concerns and of those of our customers and we strive to innovate constantly in this direction.



1 383

"pure solar,, sites
and e.power
installed since 2015"

In 2018, we have developed a new type of installation for pure solar with the **"Concrete Less"** system that allows us to install our solutions without the use of concrete foundations, characterised by a very high CO2 consumption for their transportation and manufacture.



Pure solar solution with Concrete Less system
– Camusat Sénégal

The development of our Aktivco Business Model has significantly contributed to reducing the carbon footprint by enabling

our customers to install more environmentally friendly solutions that consume less polluting material.

Since 2015, our e.power solutions have enabled avoiding:



1 797

Generators



26 502

Fuel filters



42 652

Oil filters



114 899

liters of waste oil



36 389

CO2 emissions
(in tons)



81 944

NOx emissions
(in kg)

OUR **ENVIRONMENTAL**

COMMITMENT

“Providing our customers with quality, low environmental impact products & services and demonstrating our commitment to reduce our own impact.”



Objective 1: building simpler, smarter and more suitable solutions for better efficiency



Since 2015, our R&D department has worked on various development projects such as vertical axis wind turbines or even the search for batteries recycling streams. As such projects have been successfully completed, Camusat has developed in 2018 a new solution to its Energy business line: **Rural Electrification**. This type of project consists of the construction, operation and maintenance of photovoltaic power plants.



Plan of an electrical power plant –
Camusat Niger



Rural electrification – Camusat Madagascar

The potentialities of renewable energies are important but very little exploited even if they constitute the base of a sustainable and low-carbon energy development; especially on the African territory, which has an incomparable geographical advantage in terms of solar resources. By developing this new activity, Camusat becomes a player in turnkey **mini-grid** solutions and thus

contributes to the **economic development** of countries by providing access to reliable, sustainable, modern and affordable energy services, to reduce poverty and improve the living conditions of rural populations.

In 2018, another solution was also developed: the use of **generators** consisting of **gas** or **hydrogen**. They allow to suppress the use of fuel. The one composed of hydrogen makes it possible in particular to reduce noise pollution and rejects only water. This mix of technology innovations is fully part of a viable alternative to fossil fuels and facilitates the energy transition.

16 385 000 € (TO of purchased products and services bringing environmental added value)

20 026 000 € (TO of sold products and services bringing environmental added value)

OUR **ENVIRONMENTAL**

COMMITMENT

“Providing our customers with quality, low environmental impact products & services and demonstrating our commitment to reduce our own impact.”



Objective 2: protecting the environment

The year 2018 was an opportunity for the Group to reaffirm its commitment to preserving the environment through various actions.

A **Tree Day** was organized at Group level and our subsidiaries took part in the exercise. In each of these subsidiaries, a dozen employees volunteered to plant trees to fight against deforestation.

Communications on **responsible consumption** have been passed out to make our employees aware that everyone at their own level can have a positive impact on the environment. Thus, our employees were encouraged to pay attention to their consumption of electricity, paper, fuel or water and to follow instructions enabling their reduction. Finally, actions already initiated in 2017 have been renewed in

2018, including **cleaning operations**, in collaboration with associations or even organizing at Group level a challenge with the environmental theme. This year, the subsidiaries took up the challenge to build a Christmas tree with waste only, as part of the “**Eco-Holidays**” challenge.



Tree Day – Camusat Comores



Winner of Eco-Holidays challenge - Camusat La Réunion

Objective for the upcoming years:

Some of our subsidiaries have put in place an effective procedure for managing their industrial waste and their hazardous products. The Group will rely on this good practice to disseminate these processes within subsidiaries that are not yet part of this process and thus to improve the operating method at Group level. Finally, internal communication will remain a privileged way to raise awareness among employees of the importance of preserving the environment.

OUR **ENVIRONMENTAL**

COMMITMENT

“Providing our customers with quality, low environmental impact products & services and demonstrating our commitment to reduce our own impact.”



Objective 3: reducing our environmental footprint

Since 2017, our customers entrust us with the monitoring of all their telecom sites. The measurement of the consumed energy and the alarm systems for the detection of anomalies are thus managed by a dedicated module in our e.sight software, called **EMS & EMassS**. This module enables Camusat to improve the technical design of its sites by optimising capital expenditure and by making corrections, if needed, according to observed consumption trends.

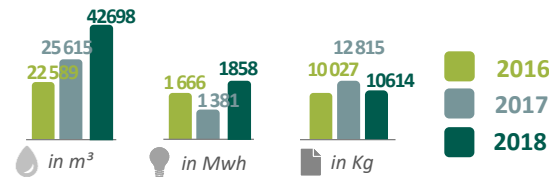
This **intelligent monitoring** increases the reliability of plants and contributes to considerably reducing our carbon footprint by optimising fuel consumption. In 2018, 11 Group subsidiaries connected the equipment from their sites to this new IT module, which represented a fuel saving of **19,026,720 liters** and, therefore, **50,230 tons of CO2 avoided**.

Our carbon footprint is particularly impacted by the travels of our teams on our telecom sites, to carry out maintenance works.

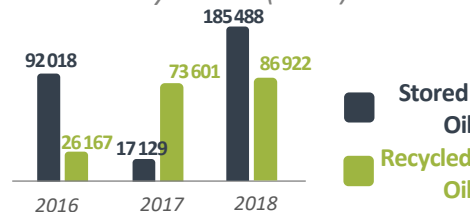
 **1 195** Vehicles on 12/31/2018

 Average CO2 vehicle fleet emissions (g/km) **397**

Consumption of Group:



Stored vs. Recycled oil (liters):



Optimising the travels of our teams is therefore a major challenge. In 2018, 15 Camusat subsidiaries managed their vehicle fleet thanks to a **tracking (Gps) module** integrated into our e.sight software. In the same year, the optimisation of travels across these 15 countries resulted in **fuel savings of 24,685,637 liters, or 56,776 tons of CO2 avoided**.

Objective for the upcoming years:

With the aim of reducing our environmental footprint, we will develop our IT tools to further improve the energy efficiency of our telecom sites, while also improving network performance. The new subsidiaries of the Group will be connected to the two monitoring modules of our e.sight IT system.

OUR **ENVIRONMENTAL**

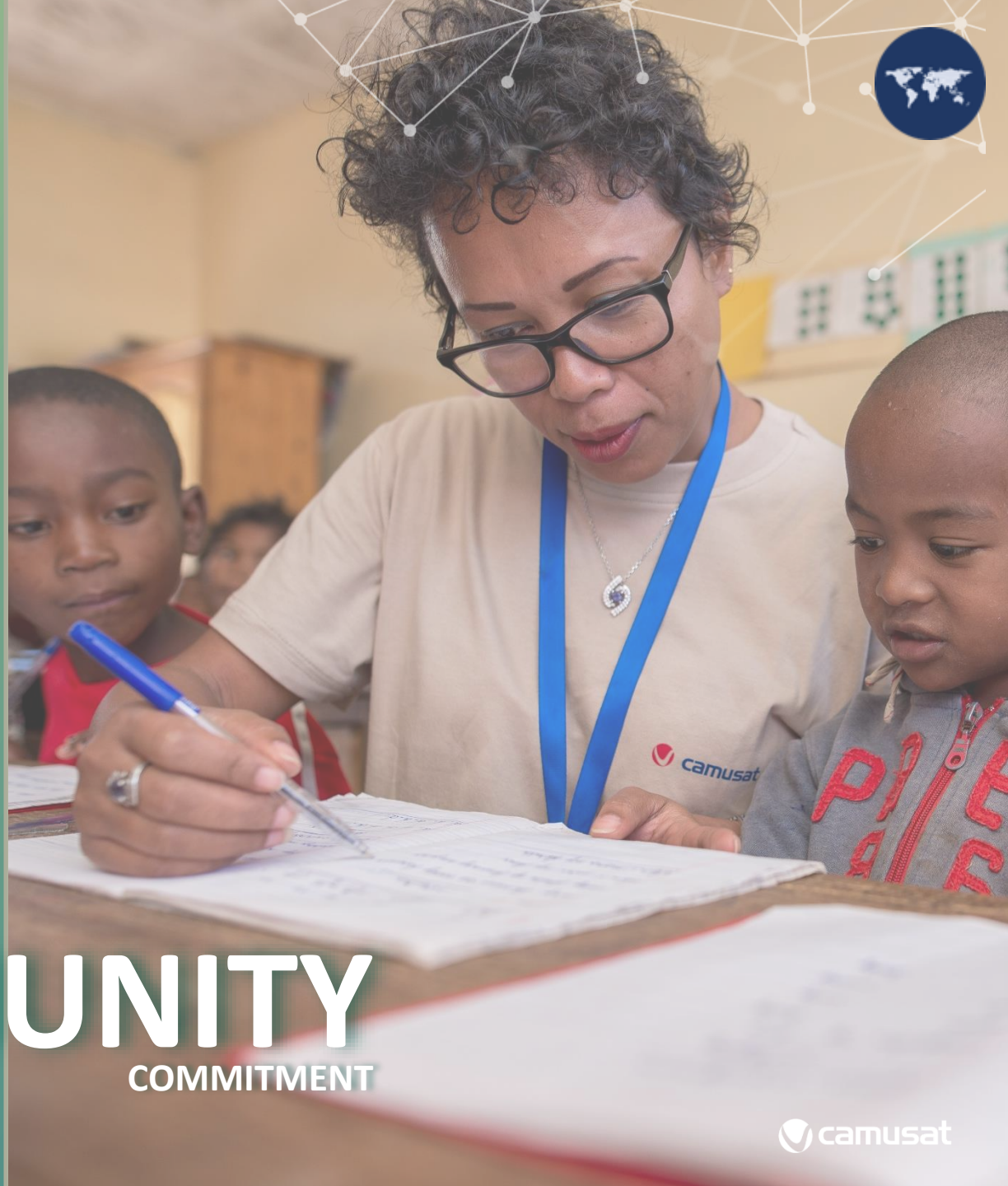
COMMITMENT

“Providing our customers with quality, low environmental impact products & services and demonstrating our commitment to reduce our own impact.”

“Investing in development and recognition within our host communities.”

OUR COMMUNITY

COMMITMENT



To what extent do community responsibility initiatives in place contribute to the performance of the subsidiary you manage ?

Our initiatives implemented in Myanmar have a real and lasting impact with direct focus on individual and collective performance. Here are some examples:

Participating in recruitment fairs to promote Camusat in Myanmar and promote our job offers. This gives us the opportunity to hire interns and qualified staff from local communities, to attract the technical skills needed for our business and to enhance loyalty;

Organizing various events such as participation in charity, appointment of the employee of the month, participation in sporting challenges, contribute to strengthening the sense of belonging to Camusat, the team spirit and cohesion.

This community responsibility approach is part of the long-term pursuit, and the commitment of each member of the team, both at the level of our site workers and at the level of the management team.

It is one of the key elements of the Values that we develop, together, within Camusat Myanmar.

How do you implement the Group's Ethics approach within your subsidiary?

Corporate ethics can be viewed restrictively, as business ethics and compliance with regulatory requirements. Within Camusat, this vision is enriched by a voluntary and proactive approach that results in observing ethical rules, an ethics charter, etc.

It also requires determination and sometimes making decisions, consistent with Camusat values, when we are confronted with deviant behaviours.



INTERVIEW

WITH JEAN-CHRISTOPHE BORIE, COUNTRY MANAGING DIRECTOR, CAMUSAT MYANMAR



Objective 1: creating job opportunities for local communities

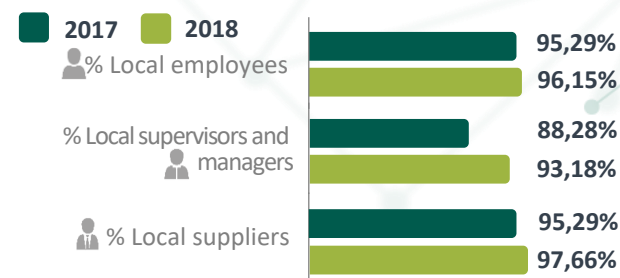
In its goal of being a responsible company, Camusat constantly strives to have a positive impact on the society. Focusing on the **development of local jobs** and **the evolution of our managers** in the countries where we are located is a guarantee of sustainability.

To promote our job offers and more broadly our professions, Camusat subsidiaries develop their **employer brand** by intensifying their relations with **local institutions** (NGO, City Hall, Labour Inspection, etc.) and their presence in **recruitment fairs** and specialised in the telecom field. This approach and communication-based strategy is also favourable to our **Sustainable Purchasing Policy**, since it reinforces the proximity with the local companies.

Thus, the use of locally established suppliers continued to increase between 2017 and 2018. This contributes to the development of local business activities. At Group level, Camusat has strengthened its digital communication by increasing its presence on social networks, including LinkedIn, with the creation of its career page.



Recruitment fair – Camusat Romania



Objectives for the upcoming years:

The employer brand will be reinforced internally by organising events to reinforce the cohesion and values of Camusat and by developing a more participative management. Because the employer brand represents an important factor in the final choice for a candidate to join a company, we will develop the testimonials of our employees, in order to highlight the image of less-known professions.

OUR **COMMUNITY**
COMMITMENT

“Investing in development and recognition within our host communities.”



Objective 2: enhancing responsible and regulation-compliant activities

The development of an **ethical culture** is a major challenge for our Group and is mainly conveyed by our employees. Therefore, one-third of the Group's employees were made aware of our **Ethics Code** in 2018.

The **new Anticorruption Policy** has been systematically communicated to newly hired employees since its creation in September 2018.

To improve this approach, the creation of an **Internal Audit & Compliance department** made it possible to carry out audits throughout the entire year. In 2018, these audits allowed, among other things, to verify the good communication of the new Anticorruption Policy to the employees. To improve the steps taken internally, we choose our partners by taking into account their respect for ethics.

In 2018, we evaluated one-third of our local suppliers with respect to their CSR policy. This assessment was performed based on the same CSR commitments undertaken by the Camusat Group.

In addition, half of the Camusat suppliers have signed a responsible supplier charter to date.



1 012

employees up
to date with the
Ethics Code and
Anticorruption
Policy of
Camusat



Internal Audit – Camusat Myanmar

Objective for the upcoming years:

The compliance with the Camusat Ethics Code will be reinforced by a training campaign at Group level, dedicated to the Anticorruption Policy implemented in 2018. This training will be provided to all employees during 2019 and every two years thereafter, so that this major commitment is always at the heart of our concerns.

OUR COMMUNITY COMMITMENT

“Investing in development and recognition within our host communities.”



Objective 3: contributing to improve local living conditions

The contribution to local development and community life, which is an integral part of sustainable development, goes well beyond identifying and engaging with stakeholders.

Therefore, our HR departments aim to know precisely the impacts of the activity of subsidiaries in their territory (economic, social and/or environmental). Thus, they can subsequently contribute actively and usefully to the development of the territories. In order to give meaning to our actions, we have been targeting specific directions since 2015: assisting in the rehabilitation following **natural disasters**, fight against **poverty**, contributing to better **sanitary conditions** and advocating for causes around **sporting events**.



Participation in a sports event for the ELA association – Camusat France



Supporting a volleyball team – Camusat Ouganda



Supporting the Solisène association for the construction of a school – Camusat Sénégal

Guided by **solidarity**, our subsidiaries are involved in various ways:

- By donating their products, materials, financial aid, skills sponsorship,
- By supporting local reintegration initiatives,
- By facilitating the involvement of our employees in local or solidarity development projects.



Support with reconstruction on the Caribbean Islands after Irma and Maria hurricanes – Camusat Haïti

OUR **COMMUNITY**
COMMITMENT

“Investing in development and recognition within our host communities.”



Objective 3: contributing to improve local living conditions

As part of the “**I volunteer with Camusat**” campaign, the Group annually supports an association in which an employee is a volunteer. In order for supported projects to be aligned with our CSR policy, they must contribute to the improvement of health, education or environment. In 2018, it is the DEEP Association (Diversified Educators Empowerment Project) which received support from Camusat.



Meeting with DEEP at Camusat Libéria

Ms. Esther COLLINS, employee of our subsidiary in Liberia, supports this association as a volunteer. 50% of teachers in Liberia did not receive any training before pursuing their profession, despite education being a major issue in a country's development. By its approach, DEEP aims to increase the quality of education of schoolchildren in Liberia.



Payment of funding at DEEP - Camusat Liberia

Thus, this association aims to provide a 12-month training to 175 teachers, enabling them to obtain the “Elementary C-level Teacher Certification”.



I volunteer with
camusat

Camusat supports & promotes its employees' associative projects.

Are you an employee of the Group involved in an association promoting Education, Health or Environment?
✔ Camusat can help your association!

Request your application form by emailing:
✔ publicrelation@camusat.com
We'll provide support to the projects that will be selected!

 Education  Health  Environment

 www.camusat.com 

OUR **COMMUNITY**
COMMITMENT

“Investing in development and recognition within our host communities.”





OUR INDICATORS & EVALUATIONS

The set of indicators we use allows us to measure our commitment and performance regarding the CSR. In a continuous improvement, we measure new indicators each year. This allows us to collect even more concise and detailed information, enabling us to improve our practices.

The same is true for the annual CSR action plans managed by our subsidiaries. Defining **local stakeholders** that contribute to the implementation of CSR actions as close as possible to their expectations, as well as defining new “Group” actions, allow us to steer and manage the CSR stakes at Group level.

Reporting parameters: this annual report covers the performance of our CSR commitments for the year 2018, as of 31 December 2018.

Scope of the information: the information was collected within all our subsidiaries, taking into account the organizational changes in 2018 (creation, closure, transfer of activity).

Reporting protocol: as previous years, information was collected through e.csr web application (e.csr KPIS and e.csr ACTIONS modules).



3 modules:



OUR INDICATORS & EVALUATIONS

Internal Evaluation:

- The HR, CSR & EHS structure, set up two years ago, enables the Group to carry out ad hoc audits in the field of HR, CSR & EHS. Aiming at continuous improvement, such audits allow us to set up corrective action plans and to follow them.
- Since 2017, our “**Internal Audit and Compliance**” department carries out periodic internal audits to monitor compliance with the HR-CSR & EHS processes implemented in the subsidiaries.



Internal Audit – Camusat Myanmar



External evaluation:

Two third parties evaluate our CSR performance.

First of all, by signing the **United Nations Global Compact** for which we send our annual “Communication on Progress” (COP). Our membership has been renewed for the year 2018.

Then, the EcoVadis platform which annually evaluates our Group and the evolution of our CSR practices. We have been awarded the silver medal every year for the last 3 years, which allows us to position ourselves among the top 30% of companies.

OUR INDICATORS & EVALUATIONS

Our indicators & evaluations



SOCIAL	Unit of measure	2018
HEADCOUNT		
Total headcount on 12/31/2018	Number	2 925
Women	Number	363
Men	Number	2 562
Distribution of headcount per type of contracts		
Permanent Contract	Number	1 562
Temporary Contract	Number	1 363
Distribution of employees per geographical area		
Africa & Indian Ocean	%	51,61
Middle East & Asia	%	24,98
Caribbean and Latin America	%	10,59
Eastern Europe	%	7,52
France & Drom	%	5,30
Distribution of employees per professional category		
Workers	%	48,68
Administratives	%	16,45
Supervisors	%	23,45
Managers	%	11,42
Hirings/Leavings		
Hirings	Number	1 434
Leavings	Number	1 091
Intragroup transfers	Number	75
LABOUR RELATIONS		
Employees staff representatives	Number	35

TRAINING & SKILLS

Total training hours	Number	30 980
EHS training hours	Number	12 617
Average of training hours per employee	Number	10
Employees trained by internal EHS trainers since 2016	Number	1 485
Training hours provided to Women	%	12,11
Training hours provided to Men	%	87,89
Training hours provided to "Worker" employees	%	51,00
Training hours provided to "Administrative" employees	%	15,50
Training hours provided to "Supervisor" employees	%	22,50
Training hours provided to "Manager" employees	%	11
Annual reviews achieved	%	80

HEALTH AND SAFETY AT WORK

Work-related accidents	Number	35
Work-related accidents leading to a work stoppage	Number	28
Calendar days of work stoppage following a work-related accident	Number	659
Frequency rate	%	5,04
Severity rate	%	0,12

DIVERSITY

Nationalities	Number	48
Headcount feminization	%	12,41
Technical positions held by Women (workers or supervisors)	%	11,91
Women with Supervisor and Manager roles	%	26,45
Women members in the Group Executive Committee	%	25
Employees under the age of 30 years on 12/31/2018	Number	1 157
Employees above the age of 50 years on 12/31/2018	Number	142
Employees in a disability situation	Number	6

Our indicators & evaluations



ENVIRONNEMENT	Unit of measure	2018
GREEN HYBRID & SOLAR SOLUTIONS (cumulative figures since 2015)		
Generators avoided	Number	1 797
Oil filters avoided	Number	42 652
Waste oil avoided	Liters	114 899
Fuel filters avoided	Number	26 502
Direct Greenhouse gas emissions avoided	Tons	36 389
Nox emissions avoided	Kg	81 944
Green solutions sold	Number	665
Part of hybrid genset provided and installed by Camusat on sites	%	38
WASTE OIL		
Recycled waste oil	Liters	83 922
Stored waste oil on 31/12/2018	Liters	185 488
PAPER		
Paper used	Kg	10 614
WATER		
Water used	m³	42 698
ELECTRICITY		
Electricity used	Mwh	1 858 924
VEHICLES AND FUEL		
Vehicles on 31/12/2018	Number	1 195
Average consumption per vehicle	Liters	687
Average CO2 emissions fleet vehicles	G/km	397



COMMUNITY	Unit of measure	2018
ANCORAGE LOCAL		
Local employees	%	96,15
Supervisors and Managers local employees	%	93,18
RESPONSIBLE PURCHASING		
Purchasers trained on Responsible purchasing	%	100
Local suppliers	%	97,66
ETHICS		
Employees trained to ethics and raised awareness about anticorruption	Number	1 012



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