

## A commitment from the CEO

A player in the industry, the Ponticelli Frères Group signed in 2020 the United Nations initiative encouraging companies around the world to build a better future by adopting a socially responsible attitude.

Respect for human rights, international labour standards, the environment and the fight against corruption have always been strong commitments and points of attention for our Group. With this signature, we are strengthening our support for the 10 principles of the Global Compact: we are due to work on these subjects and to report each year on the progress that we have made.

We owe this commitment to all our stakeholders: our employees, customers, shareholders, the Society as a whole and more particularly the young, the generations to come.

And this commitment fits perfectly with the vision that we have for our Group and that we redefined at the end of 2020: "Contribute to give women and men what they will always need (energy, water and food, health, safety) in the sincere respect for the planet and our company's employees".

We take part, as a responsibility, in the advent of the industry of the future. An industry more respectful of the people and the planet, which works towards a more sustainable world.

As this report shows, we made progress in 2020 on the 4 main components of our CSR approach and strengthened our contribution to the priority SDGs in our context and in connection with the activity of our Group. And I would like to sincerely thank all the actors involved in this process. Of course, there is still some way to go, but the working areas for 2021 have been set and the work has been initiated.

The world is changing. Ponticelli supports these changes.

Truly,

Thierry Le Gangneux

CEO of the Ponticelli Frères Group

## Our contribution to Sustainable Development Goals (SDGs)

- Through our Industry Services activity in the Energy sectors, we contribute to the following SDGs:



- Our CSR approach, based on four main thematic, contributes to the following SDGs:



- SDGs that may not be retained as priorities for the Group:



# COP 2020

## Our actions and results 2020



### Governance & Sustainable Development Strategy



Commitment	Indicator	2019	2020
<b>Sustainable commitments</b>	<i>Barometer survey among employees as part of the Group strategic plan "CAP100" (% of employees who ...)</i>		
	Feel involved in Safety actions	83%	82%
<b>Stakeholder inclusion and participation</b>	Think innovation is encouraged in the Group	76%	74%
	Consider that their work has an impact on the Group performance	66%	63%
<b>A responsible company</b>	<i>Diversification of our activities</i>		
	Renewable energy (Share of Turnover)	10%	19%
	Nuclear energy (Share of Turnover)	15%	13%
<b>A stated commitment integrated into our practices</b>	Overall EcoVadis score	61/100 Silver level	61/100 Silver level

#### Our key actions in 2020

In 2020, the CSR report, which served as the COP, was incorporated into the activity report.

The 2020 activity report describes the Group's contribution to CSR and the mobilization of its employees and completes this COP.



### Social Responsibility



Commitment	Indicator	2019	2020
<b>Human Capital</b>	Share of payroll devoted to continuous training	3,84%	3,32%
	Women Men Index	78	88
	Share of women in the company	11,60%	10,84%
<b>Employee safety as a key concern</b>	<i>Safety results</i>		
	Frequency rate	2,3	1,9
	Severity rate	0,22	0,19
<b>Protecting employee health</b>	Number of meetings of the Health Committee	4/4	4/4
<b>Continuously improve our commitment and our practices</b>	EcoVadis Social and Human Rights Score	70/100	70/100

#### Our key actions in 2020

Security :

- ❖ "Detect to progress" was the Safety theme of the year 2020 in the Group. Many events and initiatives have taken place in the entities to illustrate this theme with employees and to advance the detection of high potential severity events (HIPO).
- ❖ 5 Safety Challenges were won in 2020

Health:

- ❖ The guiding thread Covid largely focused the health actions of the year, in particular on prevention and compliance with barrier measures.

# COP 2020

## Nos actions et résultats 2020



Commitment	Indicator	2019	2020
<b>Asserting our commitment</b>	<i>Barometer survey among employees as part of the Group strategic plan "CAPI00" (% of employees who ...)</i>		
	Feel heard and considered	59%	60%
<b>Establishing our practices</b>	Number of training sessions for exposed employees	3	4
<b>Continuously improve our commitment and our practices</b>	EcoVadis Ethics Score	60/100	60/100

### Our key actions in 2020

- ❖ Recomposition of the Ethics Committee
- ❖ Redefinition of the system for reporting information and professional alerts

## Commitment to Solidarity



Commitment	Indicator	2019	2020
<b>Supporting our employees</b>	Number of projects or associations supported	6 Group projects	3 associations supported by the Group (historical partners)
<b>Working with communities</b>			20 employees projects
<b>Promoting culture</b>			
<b>Support for causes</b>			

### Our key actions in 2020

- ❖ The Covid context did not allow us to develop the solidarity commitment of employees, but local actions between local departments and hospitals were organized. Our support for 3 historical partner associations had been maintained through donations.

## Environment



Commitment	Indicator	2019	2020
<b>A consolidated Environmental policy</b>	Progress in the maturity level of entities	-	+8% / 2016
	Number of ISO 14001 certified entities	6	6
<b>Reduce our CO2 emissions</b>	<i>Share of hybrid and electric vehicles in the fleet</i>		
	Hybrid vehicles	3%	5%
	Electric vehicles	0%	1%
<b>Continuously improve our commitment and our practices</b>	EcoVadis Environment Score	50/100	50/100
	EcoVadis Sustainable Procurement Score	70/100	70/100

### Our key actions in 2020

- ❖ In 2020, a partnership was concluded with AQUASSAY, a specialist in water management. An offer including a "water management" component has already been sent to obtain a maintenance contract.
- ❖ Three of our entities participate in biodiversity conservation by protecting bees, supporting local beekeepers or installing beehives on the roofs of their infrastructures.
- ❖ A large-scale Waste Survey was carried out in order to measure the level of maturity of all Group entities on the subject. This has enabled us to identify areas for improvement, particularly in terms of raising good practices and optimizing treatment channels.