



Le
BIPE

BIPE and UN Global Compact

Communication on Progress 2012



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Introduction

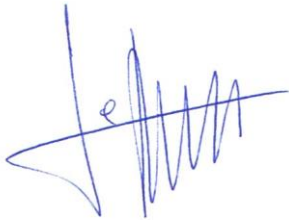
Declaration and support of President of BIPE

I am pleased to confirm that BIPE supports the Ten Principles of the UN Global Compact with respect for human rights, labour, environment and anti-corruption.

In this our first annual Communication on Progress, we express our intent to advance those principles within our sphere of influence. We are committed to make the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals

Yours sincerely

Pascal Le Merrer,
President of BIPE





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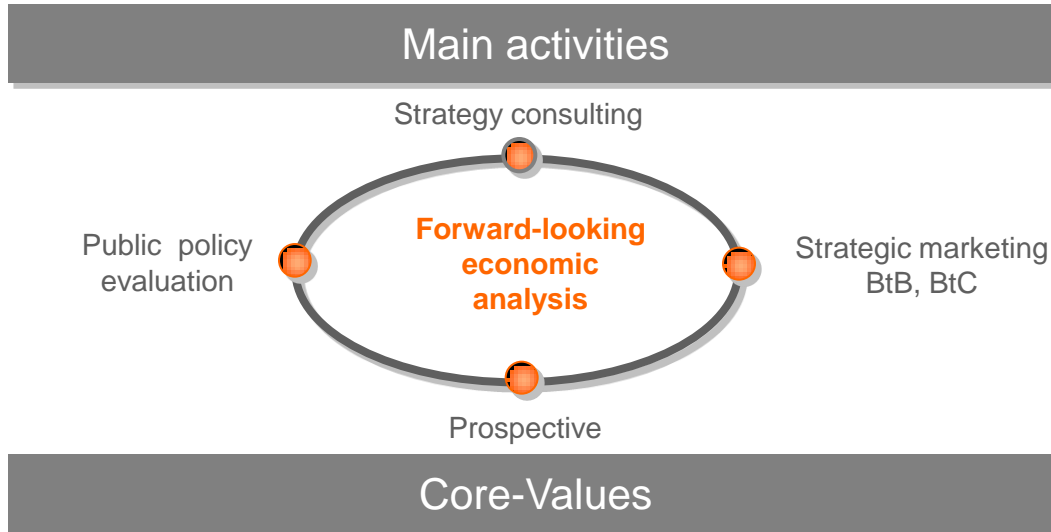
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Presentation of BIPE

Strategic Economic Consulting in multiple sectors since 1958



“Help executives to plan and drive their strategy, providing economic outlooks and independent guidance.”

“Understand the economical dynamism of the pass, the current and the future”

- Sophisticated economic modeling and in-house quantitative tools
- Transversal multi-sectors expertise
- Objective and independent guidance
- Mature and flexible platform for intelligence exchange among clients

Private clients 75%

- Large European Companies
- International group branches based in Europe
- Professional federations

Public clients 25%

- Ministries
- Local governments
- National Agencies

“Accompany the clients through their marketing and strategy projects in France and abroad”

Presentation of BIPE

50 years history in Economic forecast and consulting

- Created in 1958 on behalf of public authorities and major companies executives, to produce economic studies and strategic forecasts. It was previously held by the French public financial institution, CDC (Caisse des Dépôts et de Consignations)
 - ▶ Today entirely private and independent
- One of the leading European provider of forward-looking economic analyses and strategy consulting, for private companies executives and public authorities:
 - ▶ 25 consultancy Observatories
 - ▶ Almost 100 assignments by year in our sector
 - ▶ 98% of CAC 40 Index companies are clients
- The team consists of qualified economists, econometricians and financial analysts.

Presentation of BIPE

25 Observatories in different sectors, for a multisectorial expertise

Consumption, Distribution & Marketing

- Consumption Observatory (1991)

- Media Observatory (2003)
- Automotive Distribution Network Development Observatory (2012)

Construction & Property

- Construction Observatory (1971)
- Observatory for Condominiums Energy Efficiency Improvement (2011)

Energy & Environment

- Enviroscope (1990)
- Observatory for Condominiums Energy Efficiency Improvement (2011)
- New Energies in Land Transport Observatory (2006)
- Electric Vehicles Infrastructures Observatory (2011)

Industries & Automobile

- Purchasing & Commodities Observatory (1985)
- Observatory of Industrial Services (1990)
- Europe and France Automotive Observatory (1976)
- Trucks & Transport Observatory (1982)

Macroeconomics

- Overall and Emerging Countries Economic Outlook Observatory (1958)
- Industries Dynamics Observatory (2000)

Mobility & transports

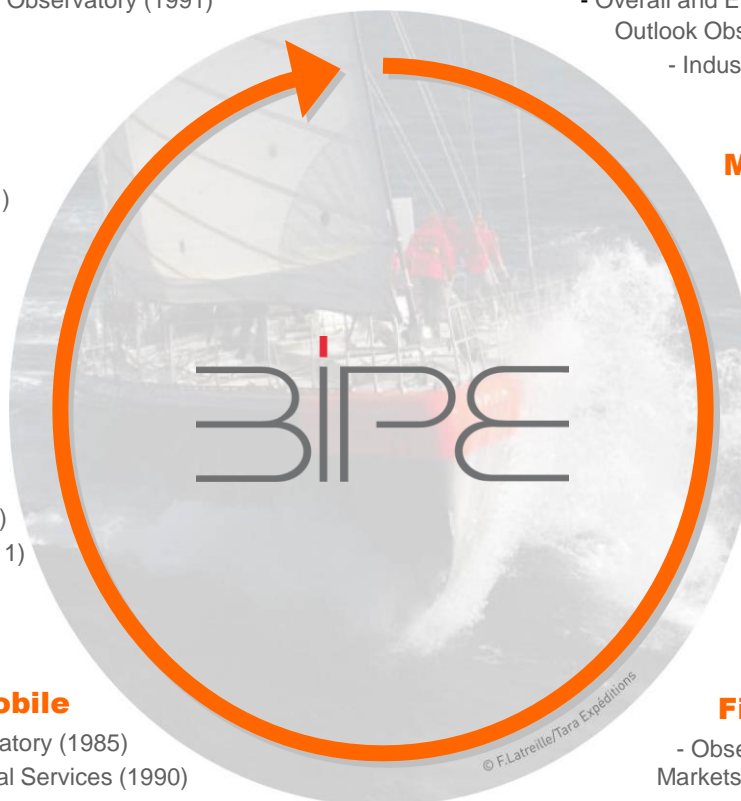
- Observatory of Aeronautics & Space industry (2011)
- Province Airports Observatory (2011)
- Observatory of Mobility & Automotive Arbitrage (2009)
- 2/3 Wheelers Observatory (2012)

Health Care

- Pharmacy Conjuncture Observatory (1995)
- Health Insurance Observatory (1999)

Financial Services

- Observatory of Savings & Credit Retail Markets (1998)
- Observatory of Companies Investment and Funding (2011)
- Observatory of Automotive Credit (2012)





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BIPE's engagements in sustainable development

- BIPE's engagements in sustainable development was formalized in 2009 with a first version of an **Official Sustainability Charter** developed in consultation between management and employee groups.
- This document is an update of this first release, and is intended to express concisely **BIPE strategic objectives in terms of sustainable development**.
- BIPE joined the **UN Global Compact in 2011**, and is committed to respect for universal principles related to :
 - Human Rights
 - Labor
 - Environment
 - Anti-corruption
- This **"Communication on Progress"** illustrates how BIPE applied the Ten Principles of the UN Global Compact in 2012



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BIPE's approach of the Ten Principles Human Rights

HUMAN RIGHTS

P1

Businesses should support and respect the protection of internationally proclaimed human rights

P2

Businesses should make sure they are not complicit in human rights abuses

BIPE's approach of the Ten Principles Human Rights

- **The BIPE respects and protects the human rights especially in the aspect of providing equal working opportunities to different nationalities, sexes, ages, and religions.**
 - ▶ The group has since 2011, employed diverse nationalities such as Moroccans, Chinese, Russians, and Vietnamese people. And the company has accompanied them in their administrative process to obtain the working visa in France.
- **The BIPE believes that all employees have the right to individual freedom of expression and opinion.**
 - ▶ This is upheld by **regular meetings** between management and employee groups : The bi-monthly staffing and development conference are held as a channel for the management group to **better understand** the employees' working situations and then optimise the project management.

BIPE's approach of the Ten Principles Human Rights

- The BIPE has assured its profitability in its business by:
 - ▶ Building up a reasonable and **transparent pricing system**.
 - ▶ Bringing to our clients complete consulting service which meet clients own requirements.
 - ▶ Making sure of **our purchasing traceability** and the supplier guarantee.

BIPE's approach of the Ten Principles Labour

LABOUR

P3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

P4

Businesses should uphold the elimination of all forms of forced and compulsory labour

P5

Businesses should uphold the effective abolition of child labour

P6

Businesses should uphold the elimination of discrimination in respect of employment and occupation

BIPE's approach of the Ten Principles Labour

Improving team dynamism

- **The BIPE respect strictly the working contract of all the collaborators. Promotion and salary augmentation are based on collaborators' business performance.**
 - ▶ The performance level is at first auto-evaluated by the collaborators themselves according to their own judgements and then evaluated by the management group. The BIPE believes the combination of the two could help the employee in their career development.
- **The BIPE has made efforts to build up its own group spirit and dynamism.**
 - ▶ The **integration training** is organised to help new employees to integrate into the group culture and working environment.
 - ▶ The company holds **annual teambuilding trip** to facilitate the communications and to open dialogue about the group strategy and business development plan.

BIPE's approach of the Ten Principles Labour

Increasing carrer development

- The company provides great working opportunities to young collaborators by offering them important responsibility in business development.
 - ▶ The BIPE believes that new generation brings **great intelligence and insightful new ideas**, which are the key values for the group.
 - ▶ **Young collaborators** are nominated as project manager with relative **complete responsibility** in project development.
- The BIPE has invested in collaborators competence development.
 - ▶ The collaborators are proposed to participate the conference, seminars, and specific training program related to their major working subject. The BIPE offers this opportunity, in hoping **to improve the collaborators core-competence**, as well as to help them discover diverse capacities.

BIPE's approach of the Ten Principles Labour

Instauring a good working environment

- For BIPE, the quality of working environment is a major component in the well-being of the employees.
 - ▶ Long term contract (CDI) for all the BIPE collaborators
 - ▶ BIPE provides professional laptops and cellphone
 - ▶ Every collaborator has his own desk and working materials

Encouraging personal activities

- The BIPE accompanies also in the employees' leisure time and encourages their cultural activities.
 - ▶ The Company Committee reimburses partially the employees expenses in their **cultural activities** including music, theatre, film and etc.

BIPE's approach of the Ten Principles Environment

ENVIRONMENT

P7

Businesses should support a precautionary approach to environmental challenges

P8

Businesses should undertake initiatives to promote greater environmental responsibility

P9

Businesses should encourage the development and diffusion of environmentally friendly technologies

BIPE's approach of the Ten Principles Environment

Contributing to a preserved environment

- BIPE's engagement in TARA Expeditions with its great concerns in Environment and Global climate change.
 - ▶ Tara Expeditions is a **French non-profit organization** active since 2003 in favor of the environment.
 - ▶ Tara is the platform for high-level scientific research missions concerning **climate change**, **ecological crisis** of the world's oceans.
 - ▶ The BIPE has engaged in the Tara Expeditions with its great concerns in Environment and Global climate change. No only to realise high-level scientific studies, Tara Expeditions also helps raise the **environmental awareness of the general public** and young people, and encourage policy makers to take action towards preserving the Environment.
 - ▶ The BIPE has introduced to our clients the Tara Expeditions, both private companies and public authorities.



<http://oceans.taraexpeditions.org/>

BIPE's approach of the Ten Principles Environment

- Through its activities, BIPE encourages the improvement of economical, social and environmental situations in France.

Externally :

► The Environment Department

- Created 20 years ago
- Helping the communities and private operators to improve their water management, waste management, pollutant reduction policy, and to optimize the energy performance of buildings.

Internally :

► Two reports on the initiative of BIPE

- “New trade-offs in favor of sustainable development” in the prospective study “What version of France in 2035 ? Making you own choices today.”
- Long term prospective study (30 years) of sustainable development in France : « Visions à 30 ans d’une France engagée dans le Développement Durable »

BIPE's approach of the Ten Principles Environment

- The environmental considerations are essential in BIPE. We make efforts to reduce the energy consumption and carbon footprint in our daily exercises.
 - ▶ Low energy solutions regards to **office lighting** :
 - *Buying energy efficient light bulbs.*
 - *Lighting and computers are turned off for night and weekends.*
 - ▶ Installation of thermostat in the office to optimise the **air conditioning function**
 - ▶ **Low energy imprint solution** is taken by every employee :
 - *Documents are printed by default in black-white and two-sided format.*
 - ▶ We have also utilised low-energy method **to communicate** with our clients :
 - *Documents and reports sent by USB,*
 - *On-line database in place of paper version.*
 - ▶ Employees are proposed to utilise their own water cups **for drinking** and the plastic cup are reutilised in the office.
 - ▶ The BIPE encourage its employees to take the **common transport** for work.

BIPE's approach of the Ten Principles Anti-Corruption

ANTI-CORRUPTION

P10

Businesses should work against corruption
in all its forms, including extortion and
bribery

BIPE's approach of the Ten Principles Anti-Corruption

- Complete independence and transparency of the BIPE in its financial management
 - ▶ As a **private group** held by the president, the BIPE has **total independence** and **transparency** in its financial management.
 - ▶ The intern-audit is executed to supervise the financial management.
 - ▶ In practical, every expense and income related to working affaires **should be noted and traced** according to different project :
 - *An internal system named **Akuiteo** is installed and applied for every employee to report their affaire expenses, client's payments and etc.*
 - *Every employee in BIPE has the access to consult this database, making the project cash-flow management very transparent.*

www.bipe.com