



**Le BIPE, a member
of the UN Global Compact**



Communication on Progress 2017

le **BIPE**

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INTRODUCTION

DECLARATION AND SUPPORT OF PRESIDENT OF LE BIPE

I am pleased to confirm that Le BIPE reaffirms its support of the Ten Principles defined by the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

This is our Communication on Progress.

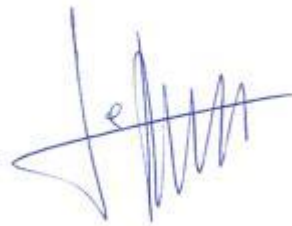
It is intend for us to express our intent to defend and promote those principles within our sphere of influence.

We are committed to making the Global Compact and its principles a part of our strategy, our culture and our day-to-day operations, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals,

Yours sincerely

M. Pascal Le Merrer

CEO at Le BIPE



LE BIPE'S DNA IS : AN INTEGRATED EXPERTISE, TO SUPPORT OUR CLIENTS IN DEFINING THEIR STRATEGY AND ITS IMPLEMENTATION

6 Know-How:

Strategic Marketing: distribution network optimization, client/product segmentation, commercial strategy

Economic forecasts,
market forecasts

Risk Analysis, Due Diligence

Strategic Prospective, both
participative and quantitative

Environmental,
socio-economic impacts

Employment forecasts,
anticipation of training and
recruitment needs

MACROTRENDS:

Understanding the evolutions of macro economy, demography, regulation, technology

SECTORIAL ANALYSES:

Understanding and anticipating demand and offer by market

Defining **STRATEGY**
and its implementation



An international footprint:



- Headquarters in France
- Office in Beijing
- Frequent missions in the USA, Brazil, South-East Asia, Russia, India

LE BIPE'S EVOLUTION

AN INTERNATIONAL CONSULTING FIRM WITH NATIVE VALUES : MATHEMATIC & ECONOMIC, SCIENCES INDEPENDENCE & INNOVATION, TO CREATE ADDED VALUE

THE STARTING YEARS

1958 : First industry forecasts
1966 : First international missions

1958



1969

THE DIVERSIFICATION PERIOD

1969 : Bureau of studies of the «Plan Calcul»
1971-72 : First studies on environment and sustainable development

THE CHALLENGE OF COMPETITION

The 2000's : Modelling R&D, International development
2014 : Big Data Technology

2000



2016

THE INNOVATION

Creation of platforms tools:
• BIPE Rating • BIPE Energy • BIPE Mobility

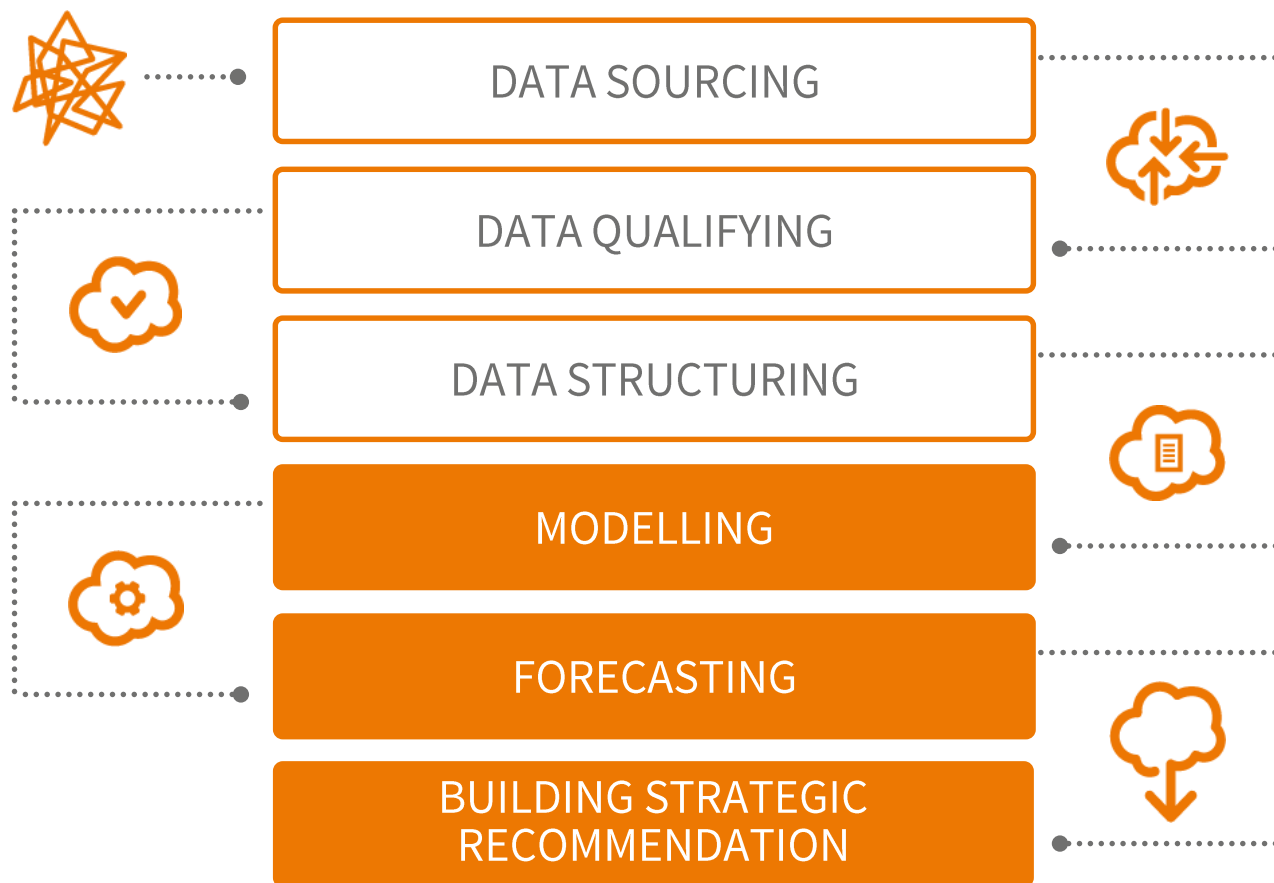
LE BIPE'S PRESENTATION

50 YEARS HISTORY IN ECONOMIC FORECAST AND CONSULTING

- Created in 1958 by the joint decision of public authorities and major companies executives, to produce economic studies and strategic forecasts. Le BIPE was previously held by the French public financial institution, CDC (Caisse des Dépôts et de Consignations),
 - Le BIPE now is an entirely private and independent consultancy firm
- One of the leading providers of forward-looking economic analyses and strategy consulting, for private companies executives throughout the world :
 - 98% of CAC 40 Index companies are clients
 - 40% of revenues generated outside of Europe in 2016
 - One office based in Beijing
- Our staff is composed mainly of engineers who graduated from the top 10 French engineering schools.

CAPACITY IN QUANTITATIVE ANALYSIS, CONSTANT INNOVATION DATA SCIENCES ENABLE ACTION : FROM RAW & BIG DATA TO ENRICHED DATA

BIPE's expertise integrates the added value that is split amongst institutes, data providers and strategy consultants



LE BIPE'S PRESENTATION

OUR FIELDS OF INTERVENTION

Our solutions



“We help executives plan and drive their strategy, providing economic outlooks and independent guidance.”

Our core values

- 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



“We provide our clients with historical insights, thorough day-to-day understanding and prospective economic trends”

Our clients

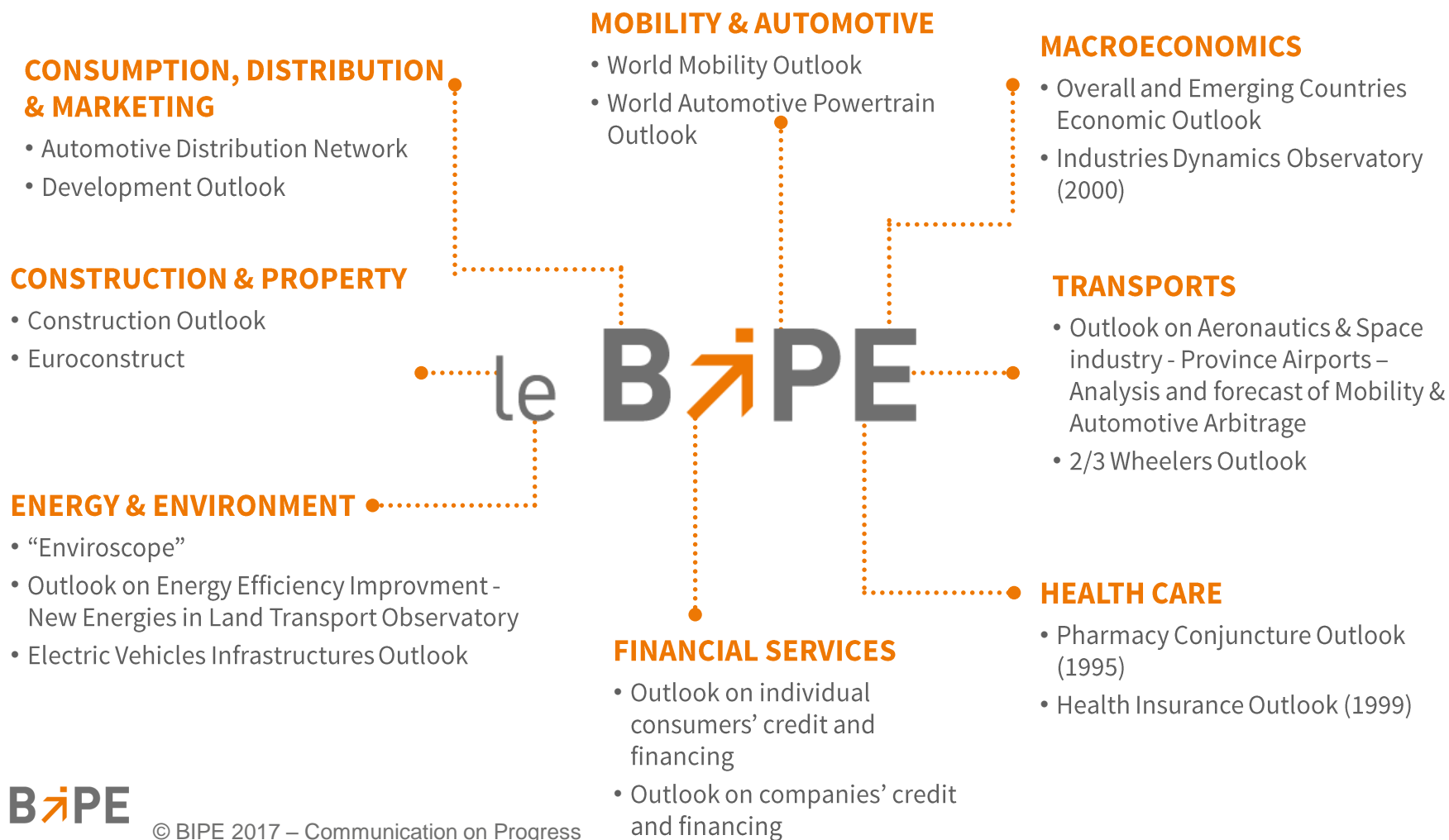
- Large European Companies
- International group branches based in Europe
- Professional federations
- Large public entities



“We accompany our clients in their strategic projects throughout the world”

LE BIPE'S PRESENTATION

A MULTISECTORIAL EXPERTISE, WITH SOME LEADING WORLDWIDE OUTLOOKS



BIPE'S COMMITMENT WITH RESPECT TO SUSTAINABLE DEVELOPMENT

- Le BIPE's commitment with respect to sustainable development was formalized in 2009 with a first version of an **Official Sustainability Charter** developed in consultation between management and employee groups.
- Our Global Compact membership constitutes a renewal of this first commitment, and is intended to express concisely **Le BIPE's strategic objectives in terms of sustainable development.**
- Le BIPE first joined the **UN Global Compact in 2011**, and thus commits to comply by its universal principles with respect to:
 - › Human Rights
 - › Labor
 - › Environment
 - › Anti-corruption practices
- This **"Communication on Progress"** illustrates how Le BIPE has put into concrete action the Ten Principles put forward by the UN Global Compact

LE BIPE'S PROMOTION AND RESPECT OF THE TEN PRINCIPLES HUMAN RIGHTS

P1

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

P2

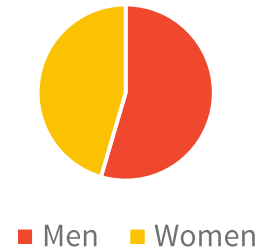
Businesses should make sure they are
not complicit in human rights abuses

LE BIPE'S APPROACH OF THE TEN PRINCIPLES HUMAN RIGHTS

- **Le BIPE promotes the defence of human rights especially when it comes to providing equal working opportunities regardless of nationality, gender, age or religion.**

➤ Our staff counts 9 different nationalities : Le BIPE has supported all their undertakings in obtaining French visas.

➤ Men and women are equally represented in Le BIPE's work and missions :



➤ Some specific actions are currently being put in place to promote women within Le BIPE's activities and especially to help young female consultants enhance their professional networks as it has been identified that female engineers tend to overlook this aspect of their career.

LE BIPE'S APPROACH OF THE TEN PRINCIPLES HUMAN RIGHTS

- **Le BIPE believes that all employees have the right to individual freedom of expression and opinion**
 - This principle is very concretely 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;
 - Frequent informal exchanges take place between top management and staff at all levels;
 - Regular social events held on a voluntary basis and organised by the staff themselves contribute to the existence of informal relationships between all teams.

LE BIPE'S APPROACH OF THE TEN PRINCIPLES HUMAN RIGHTS

- **Le BIPE's business practices are rooted in the following principles:**

- Building up a reasonable and **transparent pricing system**.
- Delivering to our clients complete consulting services which meet their own internal requirements.
- Ensuring **our purchasing traceability** and suppliers guarantee.

Le BIPE commits to abiding by some principles regarding work practices:

- Respect of the counterparty's ethical rules
- Respect of working and security conditions
- Respect of minimum legal age and fight against child labor
- Fight against forced labor
- Non-discrimination

LE BIPE'S PROMOTION AND RESPECT OF THE TEN PRINCIPLES 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

LE BIPE'S APPROACH OF THE TEN PRINCIPLES LABOUR

IMPROVING TEAM DYNAMISM

- **Le BIPE is very strict about respect of work contracts. A dynamic promotion and raise policy is in place, based on individual and collective performance of the staff.**

➤ All personals within Le BIPE are submitted to bi-annual professional assessments, declined in three steps :

- Self-evaluation by each person, describing their contribution to the missions, potential for growth and performance
- The Management Group then holds a meeting during which the performance of each consultant are reviewed
- Individual meetings are then organised, for managers to give all staff a feedback and their performance and potential promotion/raise.

- **Le BIPE has a strong focus on team work, team building and group dynamism.**

The **integration training** is organised to help new employees integrate the group culture and working environment.

The company holds an **annual teambuilding week-end** (generally a ski week-end offered to all employees) to facilitate communication and to enable open discussion and co-working on the company's strategy and business development plan.

Other more casual events are held at regular pace, at least four times during the year (whether parties in the evening such as the Christmas parties) or daily activities such as group cooking to enhance group dynamism.

LE BIPE'S APPROACH OF THE TEN PRINCIPLES LABOUR

PROMOTING CAREER DEVELOPMENT

- **The company provides great work opportunities to young consultants by empowering them with responsibilities in management & business development**
 - Le BIPE believes that new generations bring **great intelligence and insightful new ideas**, which are the key values for the group.
 - **Young consultants often access managerial responsibilities** in their young age, with a great level of autonomy, based on their performance and compliance with the company's strategy.
- **Le BIPE invests in the professional development of its employees**
 - Our co-workers are often offered to participate to conferences, seminars, and specific training programs related to their work topics. Le BIPE strongly believes this can help them affirm their core knowledge as well as expand other professional skills.

PROMOTING A GOOD WORKING ENVIRONMENT

- **Le BIPE promotes a good working environment for its employees as a major leverage for their well-being.**
 - All employees at Le BIPE are hired on a long-term (CDI) basis
 - Le BIPE provides employees with modern devices which enable flexible working conditions (laptops and cellphones in particular)
 - Each employee at Le BIPE has a defined desk as well as specific assignments.

LE BIPE'S PROMOTION AND RESPECT OF THE TEN PRINCIPLES

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

LE BIPE'S APPROACH OF THE TEN PRINCIPLES ENVIRONMENT

CONTRIBUTING TO PRESERVING THE ENVIRONMENT

- Le BIPE's commitment in the TARA Expeditions is an accurate display of the company's concerns for Environment and Global climate change.
 - Tara Expeditions is a **French non-profit organization** active since 2003.
 - Tara is the platform for high-level scientific research missions regarding **climate change**, and the **ecological crisis** encountered by our oceans.
 - Le BIPE takes part in the Tara Expeditions with respect to its concerns for Environment and Global climate change. Tara Expeditions also works at spreading **environmental awareness of the general public** and young people, and encouraging policy makers to take action towards preserving the environment.
 - Le BIPE has been an active speaker for the Tara Expeditions towards its clients, whether private companies and public authorities.



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

LE BIPE'S APPROACH OF THE TEN PRINCIPLES

ENVIRONMENT

- **Through its activities, BIPE encourages the improvement of the economical, social and environmental situation in France.**
 - **Participation of BIPE to the 2015 World Expo in Milan**
 - Study : The impacts of the eating habits on the environment
 - **Renewed participation in the COP21 in Paris, and COP 22 in Marrakech**
 - Presentations regarding climate change, new energies, preservation of agricultural models and models on food chain
 - **Le BIPE also took initiative of issuing some reports**
 - Long term prospective study (30 years) of sustainable development in France : « Visions à 30 ans d'une France engagée dans le Développement Durable »
 - Prospective study of the protein (2030) : Can the agricultural sector meet the demand of tomorrow?
 - Bio-based Chemistry Outlook study with all the major french actors of the Bio-based chemistry

LE BIPE'S APPROACH OF THE TEN PRINCIPLES ENVIRONMENT

- **Environmental matters are primary at Le BIPE. We make consistent and renewed efforts to reduce energy consumption and carbon footprint in our daily activities.**
 - Implementation of low energy solutions regarding **office lighting** :
 - Purchase of energy efficient light bulbs
 - All lighting and computers are turned off at night and over the weekend.
 - Optimisation of the **air conditioning function**
 - **Low energy print solution** are taken up by every employee:
 - Documents are printed by default in black-white and two-sided format
 - The company only retains two printers for all employees in order to reduce the printing reflex
 - We promote digitalised **communication** with our clients :
 - All documents and reports are transferred via USB
 - We developed shared on-line databases.
 - Other small gestures such as the usage by employees of their own drinking cups are promoted.
 - Le BIPE strongly encourages its employees to use **common transportation** for their daily commute.
 - Le BIPE is currently working on implementing a **waste recycling system**.

LE BIPE'S PROMOTION AND RESPECT OF THE TEN PRINCIPLES ANTI-CORRUPTION

P10

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

LE BIPE'S APPROACH OF THE TEN PRINCIPLES ANTI-CORRUPTION

- **Le BIPE's financial management is completely independent and transparent**
 - As a **private group** held by the president, Le BIPE benefits from a **total independence** and **transparency** in its financial management.
 - Internal audits are conducted regularly to certify financial management.
 - In practical, all incomes and expenses incurred are followed up and traced:
 - Our internal tool, Akuiteo, is made accessible to all employees for them to report all expenses incurred, businesses engaged and other incomes or cash-out operations.
 - This tool, fuled by all employees at Le BIPE, is in the end managed and supervise by an accountant and a financial controller whose role it is to assess the accuracy of all data thus declared and make any adjustments/ corrections necessary to guarantee the reliability of all financial data within the company.

LE BIPE'S APPROACH OF THE TEN PRINCIPLES

ANTI-CORRUPTION

- **Le BIPE promotes anti-corruption practices in its commercial and business relationship**
 - Whenever conducting business with companies or individual, Le BIPE ensures that those counterparts also abide by all applicable regulation when it comes to corruption
 - In its commercial or partnership agreements, Le BIPE has included the following clauses:

Le BIPE is an ethical company that attaches great importance to the fight against fraud and corruption and that means that any person or company in connection with Le BIPE in any way whatsoever, adheres to the same principles and scrupulously respects the regulations in force.

Therefore, [the counterpart] irrevocably undertakes to comply with this article. Any failure on the part of [the counterpart] to the provisions of this article shall be considered a serious breach authorizing Le BIPE, if it sees fit, to terminate this Agreement without notice or compensation.

[the counterpart] warrants that any person or entity, operating within the framework of this Agreement:

- Will respect all applicable regulations whose purpose is to fight against corruption, (applicable to the Introducer, Le BIPE and / or Potential Clients, regardless of the place of performance of the mission);
- Will not do, by action or omission, anything that would likely incur Le BIPE's liability under the non-compliance with existing regulations whose purpose is to fight against corruption;
- Will establish procedures regarding ethics and the fight against corruption;
- Will inform Le BIPE immediately of any event that would be brought to its attention and which could result in obtaining an undue advantage, financial or other nature on the occasion of this Agreement;
- Will provide all necessary assistance to Le BIPE for responding to a request from a duly empowered authority in the fight against corruption.

[the counterpart] already allows the Brand to take all reasonable steps designed to monitor strict compliance by the Introducer of the obligations stated in this article.

[the counterpart] undertakes to inform Le BIPE without delay of any evidence come to its attention and which may result in liability under this article.

[the counterpart] certifies that no benefit under this contract will be promised, and / or that no compensation will be paid in his name (and / or name of Le BIPE) to any public official, political party, employee officer, Potential Client manager or representative if such payments and / or services constitute a violation of French law, of the law applicable in the place of performance of this Agreement and in general of any law applicable to services and benefit from this Agreement.



Strategy consulting

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<http://leBIPE.com>