

# Corporate Social Responsibility



2018  
Report



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As an independent family group, Ponticelli Frères has grown its business providing services linked to construction and maintenance of industrial facilities and major infrastructure.

Already present in all industrial sectors, our group has diversified into renewable energies as a player in photovoltaic facility construction and maintenance. As well as the challenges of our clients, we have our own internal challenges to address, bringing changes designed to make the group's development more sustainable as our centenary approaches.

There are many challenges. We have to be more efficient to help our clients perform better. We also have to be able to provide broader, more competitive services. To do this, our 'Human Capital' – as we call our employees' skills – needs to expand. At the same time we need to develop our trades to make them more appealing, more fulfilling.

Our CAP 100 strategic plan, launched in 2016, takes these objectives on board, embodied in particular through the 'Innovation' theme. Our group needs to seize the opportunities of technological development to facilitate its transformation and improve the way it works.

More than ever our values represent the cornerstone of these changes and the guarantees of solidarity (Union), professionalism (Work) and ethics (Wisdom).

Our ever-expanding Social Responsibility approach makes real sense in this context, contributing as it does to the group's long-term prosperity and inspiring everything we do.

## CAP100: THE KEY ISSUES



Our group is very much embedded in French history thanks to the 3 founding brothers, Céleste, Bonfils and Lazare Ponticelli (the very last WWI veteran).

As part of the Armistice Centenary celebrations on November 11, 1918, and to honour their memory, top management paid tribute to them on Wednesday October 31, 2018 in Emerainville, which was broadcast to all members of staff via video, which itself was widely distributed.



# OUR BUSINESS ACTIVITES

## IN FIGURES

**5,000 employees**

3,000 of whom in France

**3 areas of expertise**

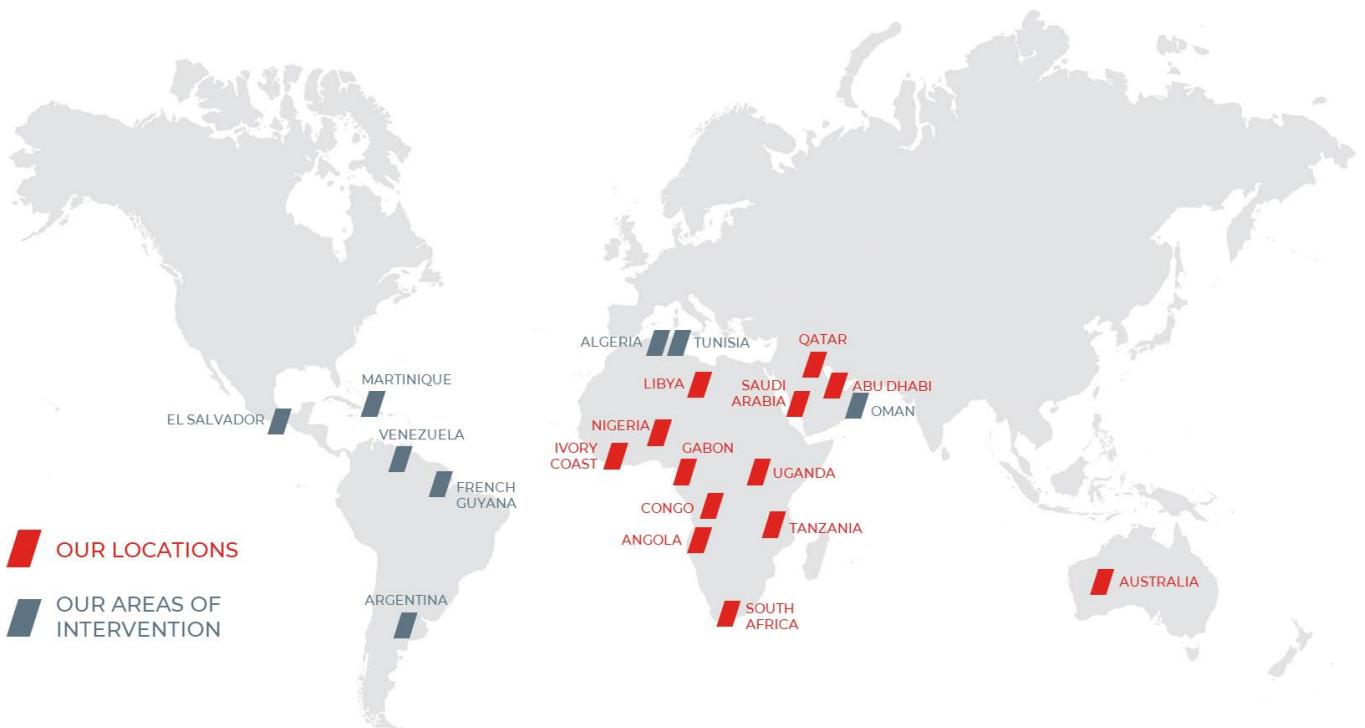
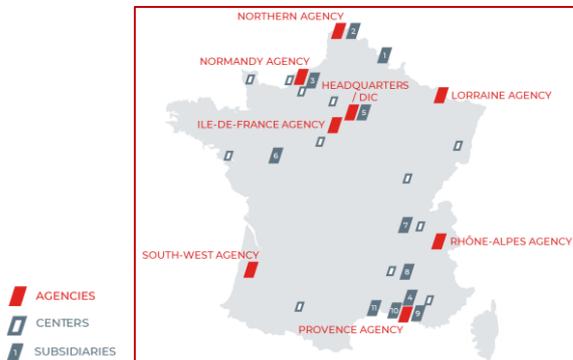
- Engineering
- Construction
- Maintenance

**600M€ turnover in 5 market segments**

- 50% Oil and gas
- 15% Nuclear and fossil fuels
- 5% Renewables
- 20% Speciality chemicals and life sciences
- 10% Industries and infrastructures

## THROUGHOUT THE WORLD

**60** SITES IN OVER 15 COUNTRIES



# GOVERNANCE & SUSTAINABLE DEVELOPMENT STRATEGY

## SUSTAINABLE COMMITMENTS

The group's CSR approach revolves around 4 main activity areas and breaks down into commitments. Key indicators allow us to monitor the results of the actions led in each area.

Since 2017, our CSR commitments have been part of the group's QHSE policy and provided the objectives monitored by the CSR committee.

As the results below show, the approach is taking shape as the years go by, with increasing buy-in from our employees:

- Get involved in the communities and in the areas where we were present
- Promote culture
- Encourage our employees' commitment
- Develop our human capital
- Place employee health and safety at the heart of our concerns

**1 emblematic partnership**  
with Mécénat Chirurgie Cardiaque  
for the 2<sup>nd</sup> consecutive year

**4.05%** of our wage bill  
dedicated to training\*

**3.4:** accidents frequency  
rate



- Strengthen our environmental approach
- Reduce CO<sub>2</sub> emissions
- Recover waste

- Formalise our commitment
- Consolidate our practices
- Raise awareness amongst employees
- Involve our stakeholders

**0 significant events**

**5 hybrid petrol vehicles**  
added to our fleet

**126 vehicles equipped with**  
driving monitoring units

**246 people**, the most exposed to this risk  
have been formed on this question of  
Ethics since 2016

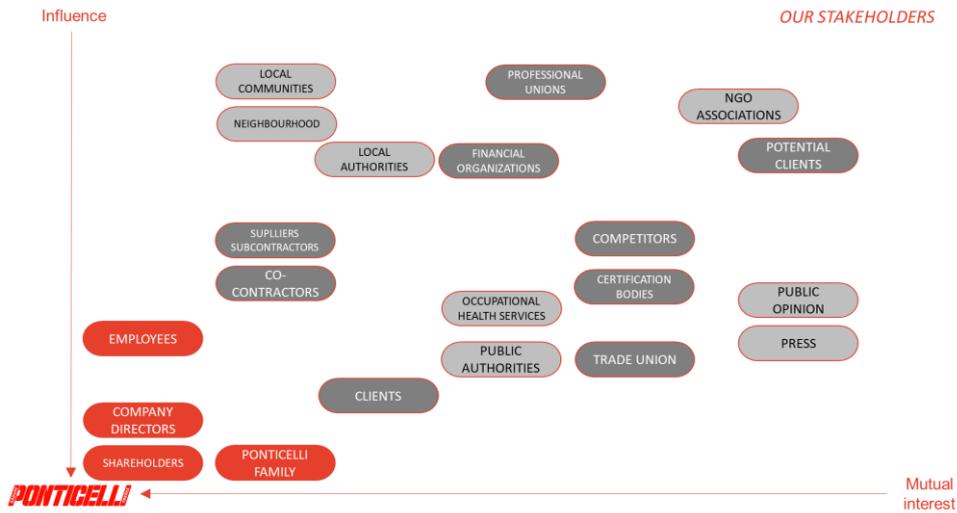


# TAKE INTO ACCOUNT AND INVOLVE OUR STAKEHOLDERS

Listening to stakeholders' needs and expectations and their involvement in our approach is at the very heart of the group's reflection and strategy which will be celebrating its centenary in 2021.

The five year **CAP 100 strategic plan**, launched in 2016 prepares the group for its second century of existence and includes the expectations expressed by its main stakeholders.

- Clients with 'our efficiency, your performance' and the **CAP 100 Diversification** actions.
- Employees with 'Everyone an operator of change' and **CAP 100 Human Capital** actions.
- Shareholders with **transformation plans** the main challenge of which is to ensure the group's future prosperity.
- The Communities (its environment and action areas in the widest sense) with the inclusion of the Renewable Energies subsidiaries which ensure the group's contribution to the action for climate and the Environment.



## Our human capital

Every years since the launch of CAP 100, employees of the group have been questioned about the orientations, actions undertaken and their effectiveness through the "Baromètre CAP 100" employee survey.

In 2018, the 'Everyone an Operator' program launched at the Managers' Convention supported the initiatives and experiments led by employees in response to the CAP 100 challenges.

The review was very positive with the first edition of 'Challenge CAP 100' rewarding 6 teams, sometimes with members from different entities and who previously never had occasion to work together.

The solutions tested will be rolled out in some or all of the group's entities.

By the end of 2018, the 1300 survey respondents judged the group to be:



**Challenge CAP 100**  
6 experiments / teams recognised  
20 employees rewarded

## Thinking about the environment

The group has upped its game in the renewable energies field, sure in the belief that controlling energy production and consumption is crucial both for the planet and the company's future. With the purchase of GENSUN in 2016 and ENERSTEEL in 2018, the group has become a **market player in photovoltaic equipment construction and maintenance**, thereby broadening the scope of its client base and increasing its appeal.



## Visibility of our commitment

After we had signed the Global Compact, our 2016-2017 CSR Report featured in the **Pacte Mondial France** newsletter as 'COP of the month'.

The 'Communication on Progress (COP)' has to be written annually to show the inclusion of and support for United Nations objectives and progress in the CSR field.

As a reminder, the Global Compact offers the framework for a voluntary sustainable development commitment and an international reference set. Our report was very much appreciated because beyond providing statistics about our achievements and objectives, it comprehensively covers the Global Compact's 4 themes:



## Responsible Purchasing

In 2018, we formalised our values, principles and commitments in a Responsible Purchasing Charter. In 2019, these commitments have been transformed into actions and monitored using indicators.

Amongst the actions led in this field in 2018:

- The Rhône-Alpes agency, PMM, SMRI, like other entities of the group, have opted for **local service-providers employing disabled people** for washing work clothing and maintaining green spaces.



## External assessment of our initiative

The 2017 / 2018 external assessments confirm our CSR maturity and performance in both client audits (EDF in 2018) and assessments via specialist platforms:

**ECOVADIS**  
**SILVER level**

ECOVADIS, assessing the group early 2018 for the 5th consecutive year, ranked it as follows:

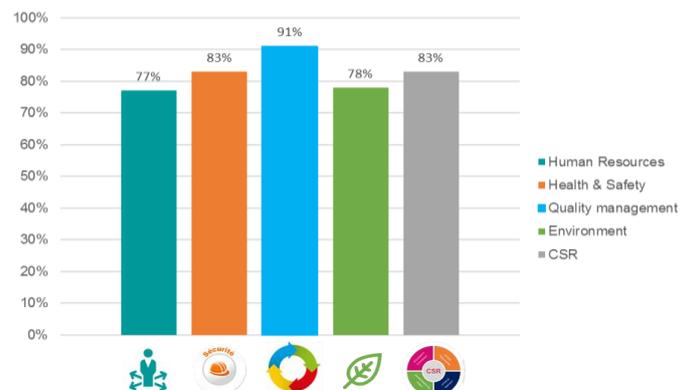
- In the **TOP 9%** of companies, including all activity sectors.
- In the **TOP 11%** of companies in its category.



Our score increased **23%**.

**ACHILLES**  
**Score of 83%**

In 2017, ACHILLES performed an audit on our Human Resources, Health, Safety, Quality management, Environment and CSR.



**ACESIA**  
Score of **63%** (self-assessment)      Score of **52%** (in-depth assessment)

# PROMOTE HONEST, COLLEGIAL DECISION-MAKING

Once again this year, the quarterly CSR committee meetings have checked on our progress in CSR actions (ethics approach, solidarity projects, environmental road map, etc.).

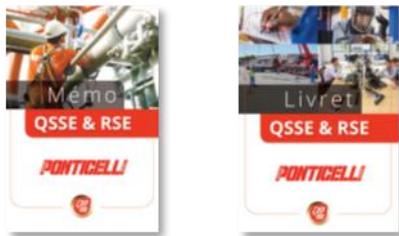
Ethics was the subject of a dedicated review bringing together the ethics officer, top management and those executives most concerned by this topic (HR, Legal, QHSE).

# TALK ABOUT OUR COMMITMENT AND INCLUDE IT IN OUR APPROACH

CSR is increasingly present in the group's life and its internal and external communications. Top management is encouraging employees to invest in the approach which is seen as important for group performance.

The Quality, Health, Safety & Environment policy has been revised to include a CSR component.

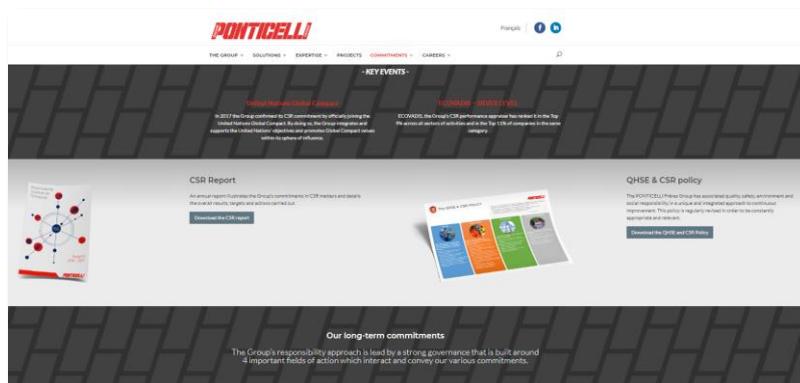
It promotes changes to individual and collective behaviour.



Awareness-raising documents given to new recruits now cover Quality, Health, Safety & Environment and CSR topics.

In particular, the documentation reminds them the useful email addresses to join in with solidarity initiatives, ask questions or raise the alarm on behaviours which do not respect ethics rules.

A new website spotlights the group's 'our efficiency, your performance' theme ([www.ponticelli.com](http://www.ponticelli.com)) and talks a lot about CSR as one of the group's commitments.



# SOCIAL RESPONSIBILITY

*The men and women who work in our group are our greatest asset. And so we set out to create a safe, dynamic working environment where everybody's professionalism is safeguarded.*



Human Capital and Safety are two of the five themes making up the CAP 100 strategic plan that will take us towards our centenary celebrations in 2021.

## DEVELOP OUR HUMAN CAPITAL

Training is a big part of the group's Human Resources policy. The objective is to upskill employees, promote their individual progression and develop collective intelligence. Substantial means have been deployed to achieve this, in particular via our in-house training institute (IFP).

Career management involves tools such as assessments, annual 'people reviews' and the GPEC status with 5-year projection. A new 'Mobility' section has been added to the online internal magazine PF NEWS to make internal mobility opportunities available to all employees.

Monitoring each employee's situation and career will be more effective thanks to new digital tools, which are currently being introduced (HR IT).

Amongst actions implemented in the group in 2018:

- In 2018 TRM introduced a **skills development plan** the first section of which targeted employees involved in nuclear maintenance in Val de Loire.
  - ✓ A professionalisation certification program CQPM (*Certificat de Qualification Paritaire de la Métallurgie*) Industrial Pipe Fitter for 8 TRM fitters and 1 PPS fitter (3 months training).
  - ✓ Maintaining and developing the skills of 22 people on themes linked to technique, quality and nuclear safety.

IFP was entrusted with these training courses on PPS's premises in Saumur. The initiative was highlighted by 'Le Courrier de l'Ouest' newspaper, which published an article about PPS and its recruitment and training initiatives in Saumur, in April 2018.

- Alpha Maintenance introduced a 4-week training program on preparing and planning stoppages for 'ALPHA SCHOOL'. This was primarily targeted at young people and deals with different topics linked to our trades (industrial equipment, works preparation methods, planning). In particular, it includes an immersion course in the field during which trainees are accompanied by a referent supervisor.



**In figures**  
Internal institute dedicated to training and DataDock certified



**300 participants** in English training (Gymglish 2 and 3)

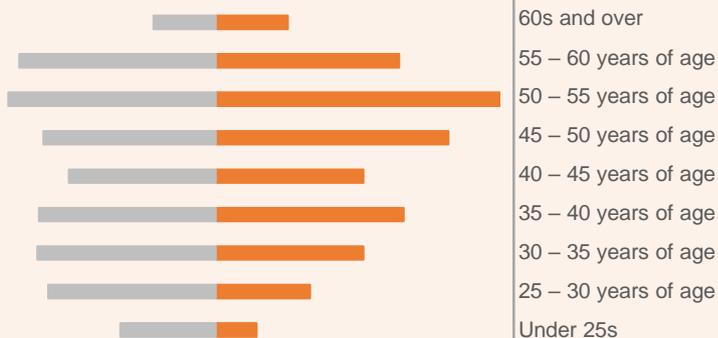
**ECOVA DIS: 'Advanced' level for the Social section**



3,032 employees

89.6 % men 10.4 % women

20% 10% 0% 10% 20%



14 % women on the Operational Management Committee  
14 % women on the Supervisory Board

Ventilation of men and women per age group

Group headcount on 31/12/2018 – Excluding trainees – Excluding foreign subsidiaries

## Ponticelli rewarded in France and Nigeria

- In the 4th edition of the exclusive survey carried out by Capital magazine, Ponticelli was rewarded as one of the **best employers in France** in 2018.  
An online survey with 20,000 people working in companies employing more than 500 people in France ranked Ponticelli 6th in the 'Specialised construction works' category, ahead of our longstanding competitors.
- In April 2018, Ponticelli Nigeria received the 2017 award for the 'Best Human Resources development employer in River State', a Nigerian State where we are present.  
This prize was awarded by the Industrial Trust Fund (ITF), the national training management body, which thanked Ponticelli Nigeria for having maintained its training initiatives in spite of the unfavourable local context.



## ENCOURAGE INTEGRATION INTO THE WORKING WORLD AND INVEST WITH THE COMMUNITIES



- An information and integration course student induction morning was organised by the Normandy Agency to present the group to them and raise their awareness on our Quality, Safety, Health and Environment challenges, earning us a mention in the regional newspaper. The number of women employees is progressing and their categories are less administrative. Of the 32 apprentices, 4 women will be working in the workshops and on worksites.



- An open day was held at the 'Division Montage Levage' (DML) on April 10 in collaboration with the 'Fondation des Apprentis d'Auteuil' whose mission it is to accompany young people from vulnerable families.  
The objective was to talk about our trades to the 20 or so young people present (9<sup>th</sup> graders from general or professional sections and young adults).  
After a classroom presentation of the group and DML's trades, a demonstration was given in the outside courtyard lifting a 35 tonne caterpillar and deploying a crane, to the obvious enjoyment of the participants.



- Ponticelli signed up in partnership with the '**Nos Quartiers ont des Talents**' association whose purpose is to create bridges between the world of work and the least privileged young graduates, promoting experience sharing and networking.
- As part of the initiative, Central Services employees joined the '**TalentHub Forum**' in October to advise visitors on their job search.



- The group donated ergonomic tables and chairs to IME Le Bourget, an APEI establishment in Chambéry. This medical educational structure receives young people from 5 to 20 years old, having average, severe or major intellectual deficiencies, as well as children with problems hindering their development. Classrooms will be equipped with adjustable tables and chairs to prevent back problems and ensure these young people can work in the best possible conditions for their apprenticeships.



- Ponticelli Congo made a donation of computers to Pointe-Noire's Consular Chamber CEFA (Education, Training and Apprenticeship Centre) specialising in automobile mechanics. Just a few days before the start of the 2018-2019 school year, the Centre was able to boost its IT equipment stock thanks to this gift. The head of the Chamber was thrilled with this support which should facilitate IT initiation for learners and modernise their learning environment.

# PROMOTE GROUP EMPLOYEES' HEALTH

## Raising awareness amongst employees

- We now have an **Annual Group Health Day** and the first edition was dedicated to physical activity.
  - ✓ Booklets published by the '**Fédération Française de Cardiologie**', partner to this first edition, were provided to all members of staff and events organised on our sites.
  - ✓ As part of this, the South-West Agency held a **conference under the guidance of a dietician on balanced diet and food at work**, to which all worksite and office staff were invited.
  - ✓ This 1<sup>st</sup> edition of the Group Health day was an opportunity to launch the '**Working together to keep fit**' program by connecting as many people as possible to the United Heroes Ponticelli platform 'Sport and wellbeing in the company setting'.  
Thanks to this platform all group employees were able to accumulate points by walking, running, cycling or swimming. The points system allows everyone to keep an eye on their progress by monitoring their points, taking up and participating in challenges.

The **first Sports challenge** was held in September 2018, the collective objective of which was to cover the distance required to join up all the group's entities. Results: **more than 500 entries, 40,000km covered and most importantly, a great example for us all.**



## Acting to protect Health



- Since some worksites are physically very demanding, Cochez has introduced **warm-up sessions** when employees check in for work. Like any athlete entering the fray, our employees have got into the habit of starting their day with physical exercises, led by worksite managers.
- A **psychological guidance mechanism** has been introduced via by the PSYA consultancy. Health professionals and psychologists are there to listen to employees to help them to manage difficult situations linked to their professional and/or personal lives in an individual, anonymous and strictly confidential way.
- The 'chemical risks' approach places the spotlight on **welders' health** reminding everybody of the need for suitable collective and personal protection equipment to avoid the harmful effects of welding fumes for health. Permanent monitoring has been introduced for hoods and ventilated masks to make their use that much easier for welders and, at the same time, limit inconveniences.

# PLACE THE SAFETY OF THOSE WORKING FOR THE GROUP AT THE HEART OF OUR CONCERNS

Safety is part of the group's DNA. Our primary objective is 'zero accident', as our CAP 100 strategic plan re-states.

Some leading actions initiated in 2018:

- **The '2 safety hours'** on the theme '**better detection for better progress**' to raise awareness amongst management and operational staff on the need to talk about potential high-severity situations and analyse them.
- Continued communications actions through **monthly safety themes** talking about the main risks and attention points for the group, with active participation of our teams in the **World Day for Safety and Health at Work**, along with our clients.
- Active participation **in information-exchange sessions on safety** with the aim of enhancing prevention:
  - 'Prevention of serious and fatal accidents' with ICSI (*Institut pour une Culture Sécurité Industrielle*),
  - 'The client-contractor relationship' within the framework of the research organisation FONCSI (*Fondation pour une Culture Sécurité Industrielle*).

## Great safety performances rewarding everybody's efforts



SMRI went past the **9 year and 600,000 hours accident-free work mark** on the ArcelorMittal site in Fos-sur-Mer.

Patrick Lacquement, the group's CEO, personally congratulated those behind this exploit, who remain focused on keeping a steady course and keeping vigilant.

In August 2018, the overseas activities department went past the **1,000-day mark without lost-time injury**. 7 countries were concerned: Angola, Congo, Gabon, Nigeria, South Africa, United Arab Emirates and Ivory Coast for a total of almost 8 million hours' works on land and on the sea on maintenance work and major projects, in workshops and in our clients' facilities. One step towards our single objective: nobody gets hurt.

The Ponticelli team made up of employees from the Construction Division (DIC), DML and Valtube exceeded **one million hours work without accidents** on the Biogen project involving the construction of a pharmaceutical factory. This exploit was achieved on a worksite that was made extremely complex by a tight schedule, substantial co-activity and many changes in study data during the project.

Ponticelli was ranked **best safety service provider in 2017** winning the **1st safety prize of the DPN EDF challenge**.

This prize is a tribute to the commitment of all our employees working day after day on all CNPE units in France, as well as all of our service providers. It is also testimony to the partnership exercise between the EDF teams and Groupe Ponticelli Frères teams.



## Securing operations thanks to innovation



- In January 2018, the North Agency presented their work on digital tools at the service providers' forum on the EDF site in Gravelines. Put in place with EDF's SRM department, this new method was used for our operations on steam generators (high exposure risk activities). This CAP 100 action contributed both to Innovation and Human Capital. Indeed, thanks to connected glasses we have recorded **substantial reductions on operator's individual radiation monitoring**. Remote technical controls bring added efficiencies to our teams. This is a new way of carrying out **at-risk operations, ensuring employee protection and safety** whilst meeting client demands.
- Exoskeletons** were tested in 2018. This assistance device carried by the operator is designed to prevent musculoskeletal troubles and thereby protect workers' health.

### 12 safety challenges / trophies in 2018



### In Figures

Frequency rate: **3.4** in 2018 – **2.3** in 2017 – **2.9** in 2016

*Average frequency rate of the sector in 2016: 38.9*

Severity rate: **0.27** in 2018 – **0.20** in 2017 – **0.22** in 2016

**CAP 100 Objective:** reduce the number of accidents (work and journey) by **20% per year**



### Recognise health and safety at work management

**70%** of entities are MASE and/or OHSAS 18001 certified

**20** agencies/subsidiaries are CEFRI certified (nuclear section)

# ETHICS APPROACH



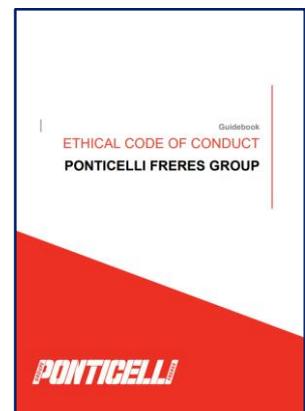
*Because the world we live in is increasingly exposed to ethics risks, we are bolstering our approach to help maintain a faultless reputation as a professional service company held in high regard.*

## FORMALISE OUR COMMITMENT

As in 2017, the importance of ethics was once again emphasised by top management with more front-line initiatives:

- The group's CEO reminded us of provisions in place in a memo sent to management before the summer holidays and at the end of the year – particularly sensitive periods in terms of invitations and other gifts.
- Communication on the inclusion of a code of conduct in the Company Regulations, citing our ethics rules.

So as to strengthen the application of the Ethical Conduct Code, a guide is available to all, illustrating guidelines and founding principles of the group in terms of ethics, and giving concrete examples.



### A recognised ethics approach

During the last Ecovadis assessment, Ponticelli Frères Group improved from **TOP 26%** to **TOP 13%** of suppliers assessed in its category.

## CONSOLIDATE OUR PRACTICES

### Useful addresses

#### Internally:

- Assistance or advice: [conseilethique@ponticelli.com](mailto:conseilethique@ponticelli.com)
- Whistleblowing: [alerteprofessionnelle@ponticelli.com](mailto:alerteprofessionnelle@ponticelli.com)

Externally: [ethique@ponticelli.com](mailto:ethique@ponticelli.com)

The mapping of ethics risks is updated annually to take a changing context and scope of the group's operations into account, geographically in particular.

Email addresses are available to all to allow and facilitate whistleblowing or information requests.

So as to ensure the effective respect of our ethics principles, compliance audits are performed. These quarterly assessments involve the group's Purchasing and Financial Control departments.

Information is rolled out in training programs for those most exposed to this risk, including the early-warning mechanism and useful email addresses.

## Ethics training in figures

100% of the management committee

100% of the HR Department and officers in the entities

100% of the Purchasing Department and officers in the entities

246 people trained in all since 2016

## RAISE AWARENESS AMONGST EMPLOYEES

Training sessions are regularly held for those most exposed to this risk (salesforce, project managers and purchasers), culminating in an end-of-course test.

The courses are run by Eurocompliance, an outside specialist.

An awareness-raising module is also available for other audiences, and was used for team briefings in 2018.

## INVOLVE OUR STAKEHOLDERS

The group's main service-providers have to sign an integrity and honesty commitment covering our trading relationship with them.

The process of selection and accreditation of suppliers and sub-contractors takes their ethics commitment into account.

Once again this year, many exchanges and sharing of good practices took place with our main clients on ethics issues.

## Stakeholders commitment

100% of contracts in excess of €100,000 include CSR requirements



Daniel Ponticelli, General Secretary,  
Chairman of the CSR Committee and Group Ethics Officer

## A well-established ethics approach

'It is essential that we reassure our clients, partners and employees that we work according to well-defined, measured transparency and integrity criteria.

Actions led over many years have contributed massively to giving ethics its proper place and visibility.'

# ENVIRONMENTAL IMPACT



**Although aware that as an industrial service company our environmental footprint is relatively small, we do not underestimate its importance, and do all we can to protect the environment.**

## STRENGTHEN OUR ENVIRONMENTAL APPROACH

The environmental diagnostic on the group's entities at the end of 2016 resulted in:

- Improved communications to employees.
- Harmonised materials and documents.

Actions continued in 2018. The Environment Committee, which includes experts from the different entities, worked on an 'ISO 14001 kit': a practical toolkit for entities seeking certification.

Once again this year, the dedicated enterprise social network application YAMMER offered a platform for sharing environmental informations and good practices within the QHSE network.

Actions targeting energy consumption reduction by our buildings and infrastructure continue throughout the group's entities: roof insulation, replacement of translucent roof panels to improve natural lighting, creation of waste areas, etc.

An ISO 14001 certification approach was launched on the Emerainville site encompassing top management, central services and the Construction division's head office.

### In figures

3 entities certified for ISO 14001: 2015



1 entity undergoing certification

6% hybrid vehicles in our fleet

## REDUCE OUR CO<sub>2</sub> EMISSIONS



### 2019 Objectives

- Order more than 12 new hybrid or electric vehicles
- Equip 150 vehicles with driving monitoring units (in particular lifting machinery)
- Limit air travel
- Continue the roll-out of videoconferencing

The update of our greenhouse gas audit revealed a decrease in emissions linked to our car fleet: 42% in 2017 compared to 60% in 2014.

The vehicle fleet is evolving: the 'Car Policy' is under review, around 3 key themes:

- Acquisition of vehicles with CO<sub>2</sub> ratings under 110-120 grams.
- Reduction in the number of diesel cars in favour of petrol.
- Development of hybrid and electric vehicles.

A vehicle use charter has been published, in particular reminding us of the relevant safety and eco-driving rules.

The installation of driving monitoring units continues with a total of 146 units installed on 126 vehicles (some vehicles having 2). They reduce accidents and fuel consumption.

Our commitment to evolve towards a more ecological fleet has been rewarded with Bronze Masternaut Certification.



Actions connected to the roll-out of innovative tools promoting cross-functional co-operation and limiting travel continue within the group (collaborative working area, discussion chains, videoconferencing, etc.).

## COMMIT TO ENVIRONMENTAL PROTECTION

In September 2018, Ponticelli Frères Group supported the 'World CleanUp Day' association which organises a major international event in favour of the environment. In 150 countries and all over France, thousands of clean-up operations took place to rid the planet of unauthorised tips, detritus and plastic waste.

Numerous employees were involved in this major citizenry event, one of the biggest of its kind. In one particular initiative, some were involved in cleaning up the banks of the Maine river in Angers.



For the 2<sup>nd</sup> year running, the group organised an environment day on August 31, 2018.

The day was an opportunity to remind us of environmental rules and to check they are being respected:

- Waste sorting.
- Storage on retentions.
- Instructions in case of accidental spillage (anti-pollution kits, etc.).

Collective actions took place in our workshops and offices to make sure we remain 'PRO'.

A mobility survey was held in September 2018 with employees working on the Emerainville site.

There was a very high take-up (87% response rate).

Analysis of the survey allowed us to construct an improvement action plan focused in particular on improving site access, development of alternatives to business travel, and promoting more environmentally-friendly transport solutions.

## ACT IN FAVOUR OF BIODIVERSITY

- With an eye on having a positive impact on the environment, the group has joined forces with the 'Un toit pour les abeilles' association. This initiative to protect bees has seen the installation of **3 hives (120,000 bees)** with an organic label bee-keeper in Féricy in Seine et Marne.

The installation of an existing apiary in a favourable environment near to the bee-keeper was preferred to the Emerainville site, also for environmental reasons.

- Since 2017, and via the SPNE association (awareness-raising, protection, nature, environment), SMRI has been looking after a bee colony made up of 4 hives on its Port-de-Bouc site. From March to November, bees collect nectar from different bee-forage plants around the grounds. A small team of SMRI employees is looking after the project. After a first harvest in August 2017, the second harvest in the middle of November 2018 produced almost **40kg of honey**, which the association sells to fund its biodiversity initiatives.

- The North Agency adopted a similar approach and chose to install hives for the particularly vulnerable black bees.

- The Normandy Agency has reorganised its green spaces to promote biodiversity.



# SOLIDARITY COMMITMENT

**Having a positive impact and contributing to developing areas where we are present has been our intent for many years. We support solidarity initiatives and projects based on development, education, health and culture.**



For several years, our philanthropy initiatives have been structured and developed to have an impact over the long term.

Our objectives are to:

- Actively contribute to sustainable development through meaningful initiatives.
- Over time, secure the support of associations close to us whose values are the same as our own.
- Mobilise group employees for practical, highly-motivating initiatives which develop their sense of belonging to a group that is as committed as they are.

## In figures

**7 news partnerships and sponsoring programs**

**5 solidarity sports events**

**113 employees involved**

## ENCOURAGE OUR EMPLOYEE'S COMMITMENT

- An employee from the Provence Agency took part in the world 'ULTRA SPARTAN RACE' championships in December 2017, an extreme race accessible to a handful of highly-trained sportspeople, the final of which took place in Iceland. Tiwakan FALAISE was honoured to be part of the French team for that race. He did Ponticelli proud by finishing 2<sup>nd</sup> of the French participants.
- For two years, PPS has supported Jonathan JOSSE in his handbike tour of France called 'Gino's crazy bet', the objective of which is to promote road safety and the values of sport in general.



## PROMOTE CULTURE

Since 2014, Ponticelli Frères Group has been a faithful supporter of the Orsay and Orangerie museums, because know-how and culture should be shared by as many people as possible.

After 'Le Douanier Rousseau, L'innocence Archaïque' in 2016, 'Tokyo-Paris, Chefs d'œuvre du Bridgestone Museum' in 2017, Ponticelli became a sponsor for the 'Nymphéas – L'abstraction américaine et le dernier Monet' exhibition in 2018.

The group also gave employees the chance to visit these exhibitions.

Jazz in Marciac began more than 40 years ago, and today sees 250,000 visitors coming to see the biggest jazz musicians. As a supporter of the festival for more than fifteen years, Ponticelli is contributing to developing an internationally-renowned cultural project.

# CAUSES TO COMBAT DISEASE

- At the initiatives of several employees, once again this year the group has supported associations **campaigning against breast cancer**:
  - ✓ The 'Audomaroise' association thanks to the North Agency and PMM subsidiary participation in the 'Pink October' march.
  - ✓ The 'Ligue contre le Cancer' via a women's 'Amazon' race, featuring female employees from the Normandy Agency.
  - ✓ The 'Pink Ribbon Challenge' involving South-West agency and EGI employees.



- The partnership with the '**Vaincre la Mucoviscidose**' association entered its 6th consecutive year with great attendance. 45 employees from EGI, the North agency, PMM, Cochez, Alpha Maintenance and Central Services, and their families, took part in the association's activities, including hiking, walks, mountain bike races and other outings.



Everybody's contribution enabled the group to make donations to the organisers.



## Naomie



Once again this year, employees took part in 'RunDisney' for the **Mécénat Chirurgie Cardiaque** Association.

The funds collected meant that a little girl suffering from a serious heart malformation could be cared for and operated on in France.

Naomie, who was born in October 2013, in Moussadougou in Ivory Coast country (where we are present) was successfully operated on in December 2018.

She's a beautiful, vivacious little girl, and our top management met them with her host father just before she went back to join her family.



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