

Boccard garantit l'égalité des chances et prépare la relève

Rapport Responsabilité Sociale d'Entreprise
2019



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Editorial

In 2018, we very proudly celebrated “Our First 100 Years”, a symbol of the audacious and resolute route followed by our elders and former Bocard staff. 2019 opens a new road to “Our Next 100 Years” which will question every generation on our role in a global, open environment. Convinced that our company’s future will be guided by challenges that we can take up collectively, we have decided to bring our customers, suppliers, and staff together, all as partners committed to **guaranteeing equal opportunities for all and preparing the ground for the future**. This is the major ambition that catalyzes our Corporate Social Responsibility (CSR) commitment.

Our commitment is **Social** as we have made the safety of Bocard’s staff our priority. We favor initiatives to enable every one of us to make the performances of a flexible company his or her own, and we share common values together by our everyday behavior in respect of each other.

We have a **Solidarity** commitment as we guarantee equal opportunities for all. We prepare for the future by helping the young in their first job and we support initiatives related to our values throughout the whole world.

We have a commitment to the **Environment** as the challenge on natural resources is our aim and adapting our offer to energy efficiency also helps our clients to take up this challenge.

Our commitment is also **Ethical** as the fight against fraud and all forms of corruption is a prior requirement for business which we want to be responsible.

Understanding our aim, identifying the issues at stake, promoting and celebrating initiatives and systematically putting ourselves into question by means of new improvement strategies all help us to go forward together every single day.



Nos engagements



Our aims

- To offer everyone a successful and rewarding career in a positive and productive collaborative environment, with safety and quality is at the heart of everyone's preoccupations.
- To guarantee equal opportunities for all, and give support to initiatives and solidarity actions in line with our values.
- To reduce any of our significant environmental impacts and act in favor of sustainable development.
- To fight against fraud and all forms of corruption and encourage responsible and ethical business.

Our global assessment

ECOVADIS is a CSR (Corporate Social Responsibility) assessment platform designed to assist companies in managing their performance and communicating on it.

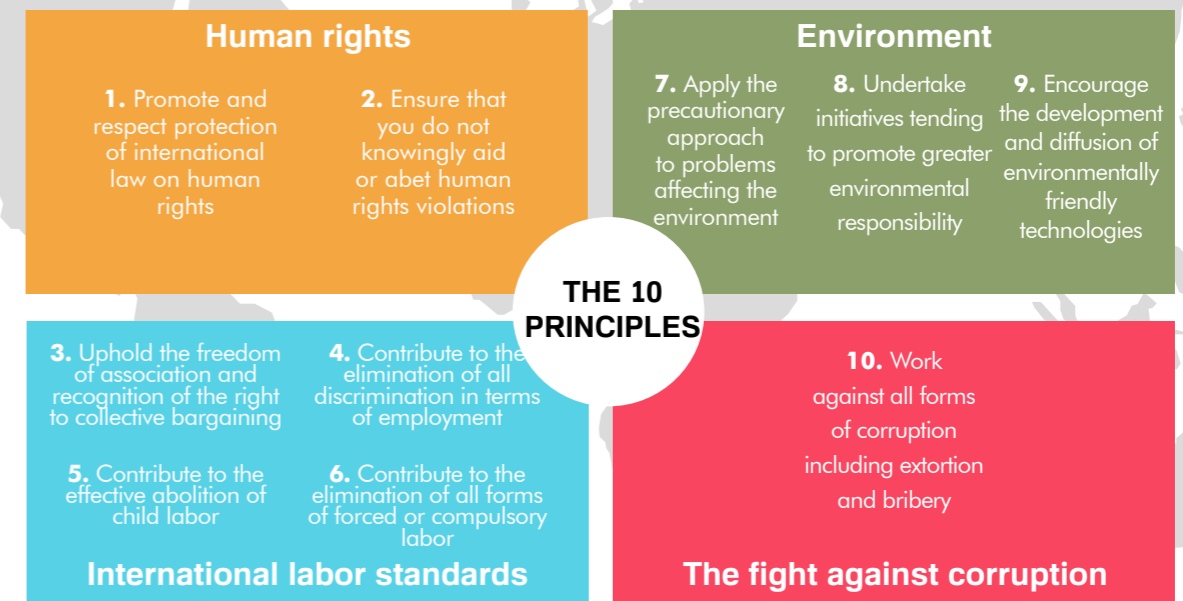


In 2020, received a silver medal for our CSR (Corporate Social Responsibility) performance EcoVadis.



Boccard adheres to the United Nations Global Compact

through ten principles covered by corporate social responsibility in terms of human rights, environmental protection and good governance.



Declaration of our ongoing support to Global



Who are we?

Since 1918 Boccard has been a major player both in France and throughout the world in the design and construction of increasingly productive and innovative industrial plants.

Boccard, industrial turnkey constructor is a global plant and process solutions leader offering fully integrated digital expertise in Engineering, Manufacturing, Construction and Maintenance with over 3500 employees in 35 countries.

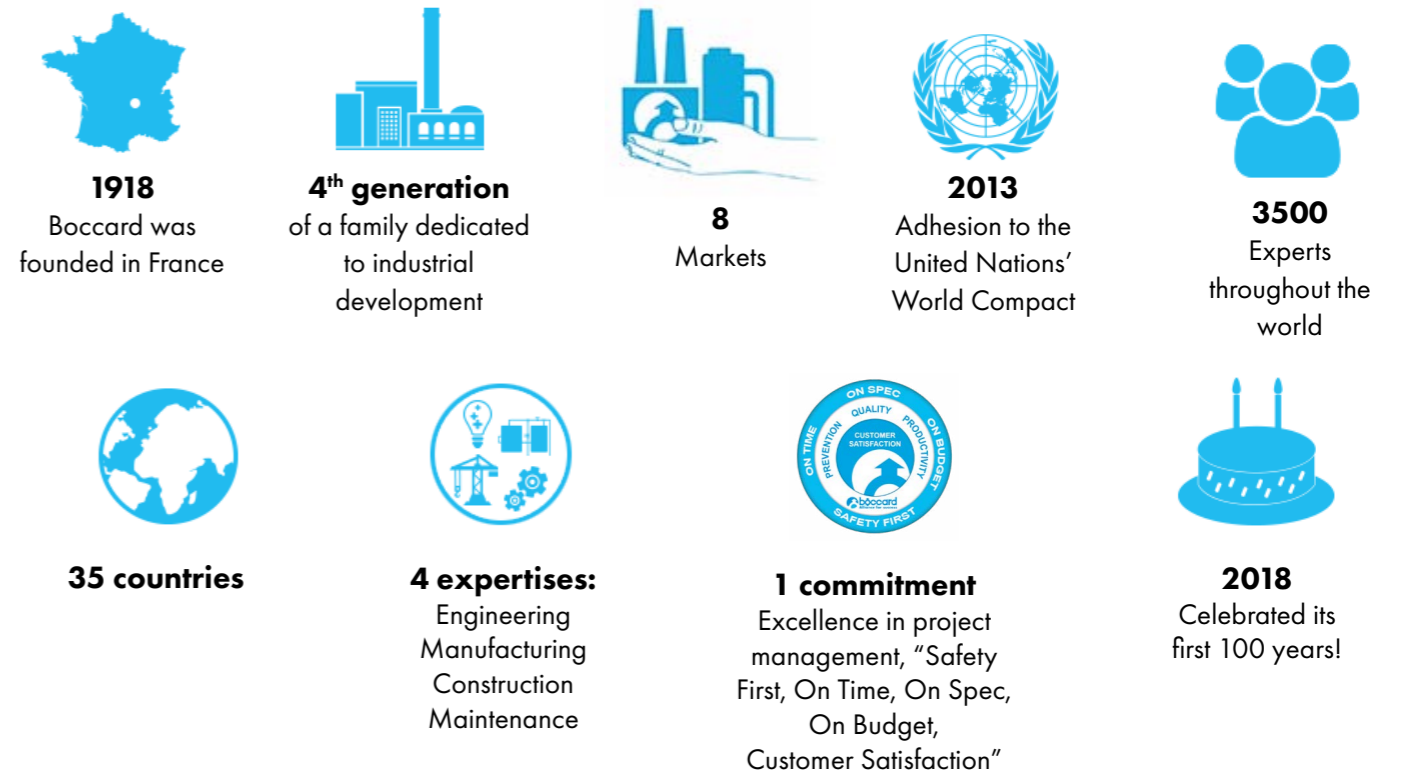
Thanks to its excellence in project management based on its "Safety First, On Time, On Spec, On Budget, Customer Satisfaction" commitment, Boccard is a worldwide leader in providing Total Cost of Ownership (TCO) optimization solutions in industrial markets such as Nuclear, Oil & Gas, Power, Steel & Mining, or in process industries such as Brewery, Cosmetics & Hygiene, Food & Ingredients, Pharma & Biotech.



Boccard at a glance



En figures



Nos marchés



Brewery



Nuclear



Cosmetics & Hygiene



Oil & Gas



Food & Ingredients



Power

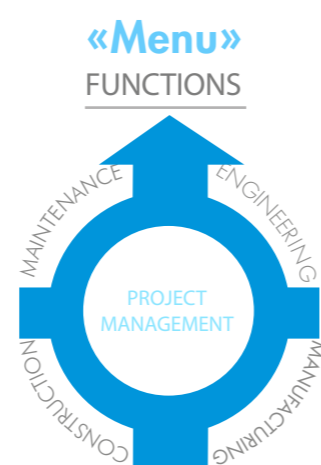
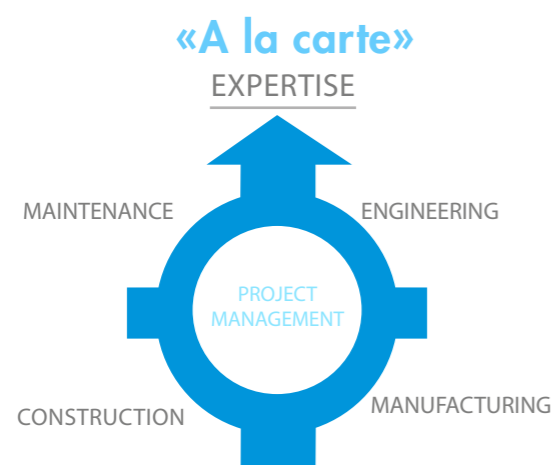


Pharma & Biotech



Steel & Mining

Our business model



Our history

A family company for 4 generations since 1918.



Our vision & our mission

Our vision

“A fully integrated digital industrial solution leader”

Our mission

To create recurring value for all the stakeholders by offering reliable, intelligent, and sustainable worldwide industrial solutions, services and products throughout the industrial life cycle investment.

To offer individual rewarding and fulfilling career within a positive and productive team environment with a safe and quality driven focus.

Our commitment



Safety First

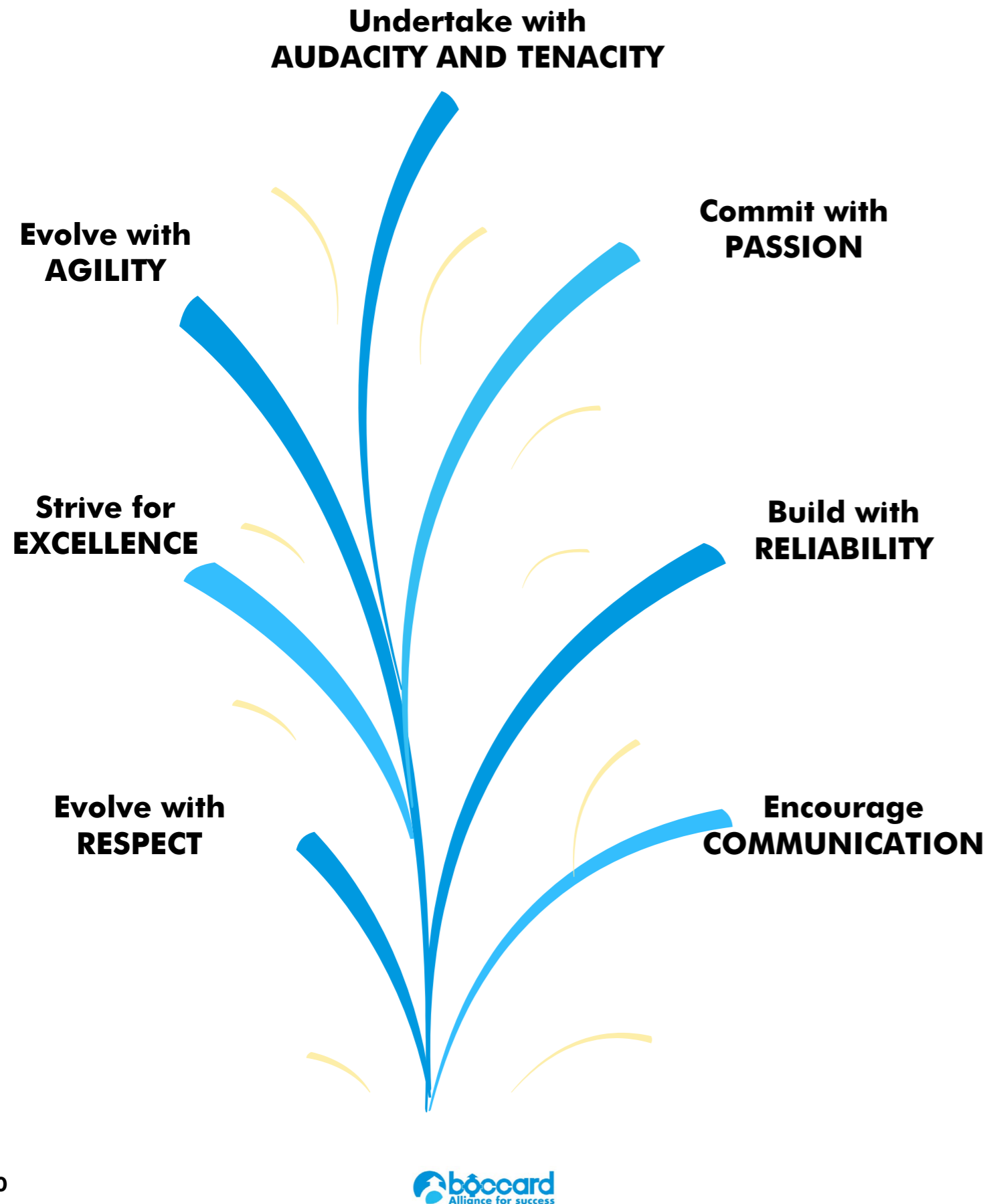
On Time

On Spec

On Budget

Customer Satisfaction

Our values



Safety first



Our aim

To develop, to carry and to promote a culture conducive to the achievement of our health and safety objectives.

Initiatives

Health / Safety

Our safety booklet has been updated to ensure the Safety Rules of Boccard.

To face the Covid 19 pandemic, we have put in place strong health prevention measures in all our Business Units and projects. These measures, both technical and organizational, have enabled everyone to respect the barrier gestures, wherever they are.



RÈGLES DE SÉCURITÉ
BOCCARD SAFETY RULES
boccard Alliance for success

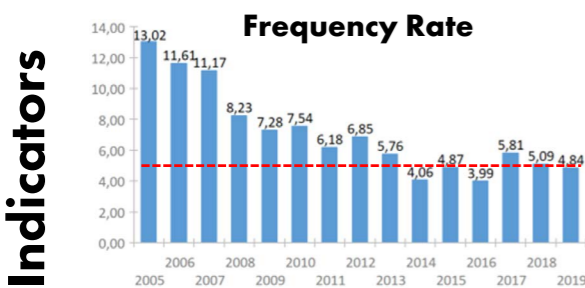
Travels

Travel Risk Policy

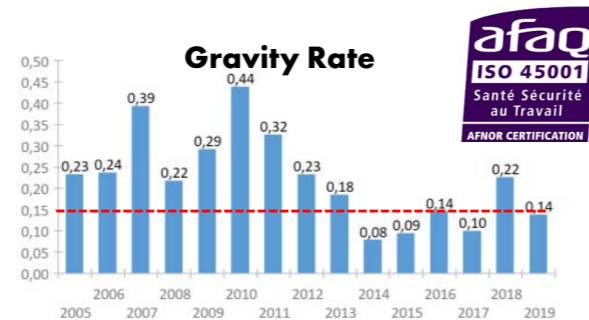
The Travel Risk Policy is a support for preventing medical and safety risks during international trips. We keep our staff informed and give them documents and advice on trips to risk countries.

International SOS

Worldwide support has been set up for informing and protecting men and women on missions throughout the world: International SOS, a medical help and safety organization for emergencies anywhere in the world. All our staff benefits from this system.



93%
de nos projets,
n'ont pas eu
d'accident avec
arrêt de travail



Ways of improvement

- Promoting employee consultation and participation in our actions to improve our health & safety management system.
- Raising employee awareness of Boccard Safety First rules
- Encouraging pro-active behaviour and reporting of risk situations.

Human capital



Our aim

To develop autonomy (competence & commitment), favor initiative and accompany career development

Initiatives

Equality between men and women

We undertake actions for guaranteeing equality between men and women in terms of salary, levels of responsibility and the gender mix in recruitment.

Partnerships with schools and corporations

We have been establishing partnerships with different schools for several years and we now propose a large number of placements and sandwich courses for preparing young people's professional projects.

An inter-school rugby tournament called the Boccard's Cup is organized every year in partnership with the INSA (French National School of Engineering)



Training

The Boccard Academy offers our staff a large number of specific professional courses for perfecting and mastering their profession and enabling them to develop their skills.

Handicap Agreement

For the fourth consecutive time, the Administration demonstrated its support and confidence in the company by approving its new agreement on the development and maintenance of employment for people with disabilities, signed on June 25, 2020 with our social partners. Through this agreement, the company continues its commitment to equal opportunity and the success of each individual in a collaborative work environment. It is committed to uniting its teams around this social issue, which contributes not only to the quality of life at work but also to the company's performance.

Social and cultural diversity

Because of our international business activities in 35 countries, we give multinational project teams training in cultural diversity for making "working together" easier.

Indicators

Gender Equality Index
In 2019 (reference period between December 1, 2018 and November 30, 2019) Boccard obtained a score of **84**.
Percentage of women at Boccard 24%

Ways of improvement

- Promoting empowerment by giving teams authority for taking action

Sharing our values together

Our aim

Bringing everyone together and uniting them around our 7 corporate values to sustain corporate culture and attract new talents.



Initiatives

Challenges to live our values as a team

We have brought together over a hundred staff members coming from all over the world, and representing the company's different expertises, so that they could all express their experiences of Boccard's culture and their expectations. We have communicated our 7 values in 9 languages to all of the company's 3,500 members of staff.



Sports

Our employees get together every year around sporting challenges that are as unifying as ever.

Collaborative activities

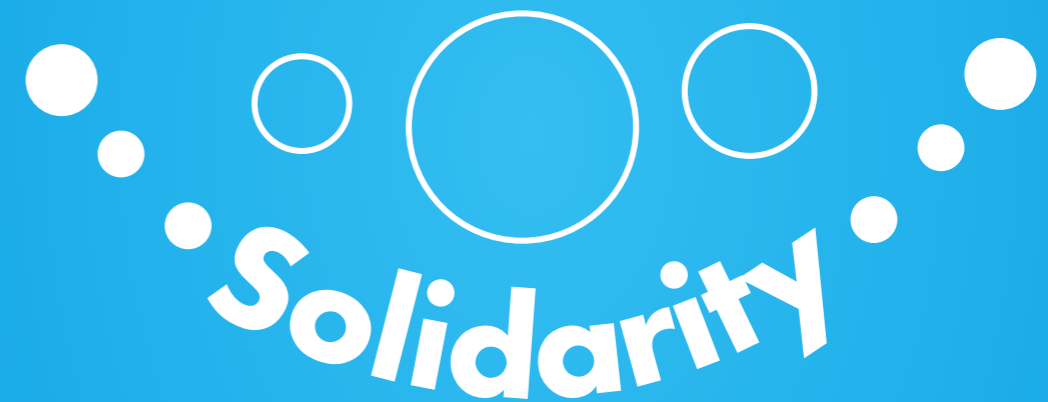
Some of our sites in France have installed logs in their buildings in order to preserve biodiversity and to share the benefits of the forest.

Éco-citizen

The teams took part in the WorldCleanUpDay, a global waste collection day.

Solidarity

In association with France Nature Environnement, our employees worked together to build a pond to protect and develop local biodiversity.



Ways of improvement

- Pursuing our aims over the coming years in sharing our values throughout the world.

Equal opportunities

Our aim

To accompany youngsters and give each one of them the “same opportunities” in social development.



Initiatives

The Bocard Endowment Fund

The main vocation of the Bocard Endowment Fund is to contribute to financing higher education to deserving undergraduates and give them equal opportunities for success.

Each undergraduate is coached by a voluntary member of Bocard's staff to help them finish their studies successfully and to participate in their integration into the professional world (internships, working relationships, career guidance advice, preparation for recruitment interviews, etc.).

Professional integration

By skill-based sponsorship, we help disadvantaged persons in finding employment through helping associations such as the “Foyer Notre-Dame” for homeless people, an association that comes to help isolated persons – men or women - and to families in very serious difficulty faced by multiple realities and human suffering. Or “L'entreprise des possibles” a group of companies in the city of Lyon whose objective is to promote reinsertion of disadvantaged persons into society.

Indicators



2017 year of creation

3 Partner schools

48 Students have been beneficiaries

53 Student/mentor duos since the beginning



Ways of improvement

- Encouraging the largest possible number of staff to commit themselves in these actions
- Embarking volunteers in an annual “I give/I receive” program

Solidarity actions

Our aim

To support initiatives and solidarity actions in line with our values and based on education and health.



Initiatives

Le «Foyer Notre Dame des Sans-Abris»

For several years we have been supporting the Foyer Notre Dame des Sans-Abris in the implementation of initiatives promoting professional reintegration.

Courir pour Elles / Run for life

19 female employees took part in Run for Women on May 19, 2019 to support the fight against women's cancers.

L'Entreprise des Possibles

Bocard is one of the 22 founding members of the association.

Le petit Monde

We come to the help of children in hospital by taking part in financing and building parent/children studios at the hospital of Villefranche.

In United States

A fundraiser of toys, books and gifts was organized for the sick children of the Houston Hospital.

In Romania

The children of our employees donated clothes, toys and food to the community in the village of Valea Ploputui.

In Poland

Our Polish teams have set up an IRONBOCMAN sports competition, every kilometer covered is converted into zlotys (Polish currency). All funds collected are donated to people in need.

In Russia

Our team in Russia raised funds and shared a day with sick children.

In France

A toy collection was initiated for Christmas in partnership with the Red Cross.



Ways of improvement

- Increasing the number of solidarity actions
- Encouraging all the Bocard sites to support solidarity actions

Transport, waste, energy consumption



Our aim

To reduce our significant environmental impacts and act for sustainable development.

Initiatives

Our environmental policy is articulated around 3 significant axes:

Transport

We are reducing our CO2 emissions by making drivers more responsible, using ecological vehicles, implementing tools to facilitate digital exchanges, and encouraging train travel.

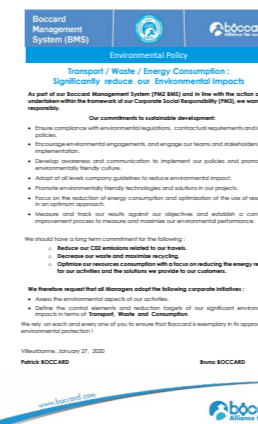
Waste

For several years now, we have implemented a sorting and recycling system that limits the quantity of our waste and ensures a percentage of recycled waste.

Every year we raise awareness among our employees during World Environment Day.

Energy consumption

We have improved our buildings' energy performance by installing heat pumps and low-consumption lighting. We design solutions to optimize the energy performance of our clients' installations: TrackAdvance, Optibox, etc.



Indicators

Transport	4,1%	By electrical and hybrid vehicles
	50%	reduction in fuel consumption for car travel in 4 years
	41%	reduction (compared to 2017) of CO2 emissions from car travel in 2 years
	70%	reduction in CO2 emissions from rail travel in 2 years
Waste	36%	of recycled waste
	29,3 MWh	Energy savings thanks to recycled waste, or the equivalent of 3 inhabitants' annual consumption (Villeurbanne sites)
	40kg	Total amount of waste per person/year < 40 kg
Energy consumption	23%	Reduction in our electricity consumption over 4 years (French sites)

Ways of improvement

- **Monitoring our environmental impact at a global level**
- **Pursuing our environmental protection actions**
- **Setting up awareness—raising events**

Green IT

Our aim

To reduce our major environmental impacts and act for a sustainable development.



Initiatives

Convinced that the digital revolution and the ecological transition are the two great transforming forces of the 21st century, Boccard is committed to a GREEN IT approach.

This continuous improvement approach aims to reduce the ecological, economic and social footprint of information and communication technologies.

Our commitments

Boccard Digital is committed to reduce its digital footprint by:

- Selecting eco-responsible service providers for IT purchases
- Raising users' awareness of Green IT best practices
- Eco-designing new digital services
- Accompanying the obsolescence of computer equipment to extend its life span
- Implementing a Paperless approach
- Encouraging the use of collaborative tools

Indicators

Charte GREEN IT
Our commitments

Convinced that the digital revolution and the ecological transition are the two great transforming forces of the 21st century, Boccard Digital is committed to a GREEN IT approach for:

- Reduce the direct negative environmental impacts of digital.
- Develop a common culture between the digital and environment. Facilitate the articulation between the digital and the ecological transition.
- Develop joint action strategies, both in terms of impact reduction and in terms of environmental protection.
- Propose methods, tools and good practices shared by digital stakeholders to assess the direct and indirect, positive and negative impacts of digital technology.

GreenIT@boccard.com

Boccard Digital is committed to reduce its digital footprint by...

- ✓ Selecting eco-responsible service providers for IT purchases
- ✓ Raising users' awareness of Green IT best practices
- ✓ Eco-designing new digital services
- ✓ Accompanying the obsolescence of computer equipment to extend its life span
- ✓ Implementing a Paperless approach
- ✓ Encouraging the use of collaborative tools

ECOSIA

Implementation of the responsible browser by default on the computer of all our collaborators.



Ways of improvement

- Pursuing the actions implemented and the defined commitments
- Setting up awareness-raising events

Ethical approach

Our aim

To fight against fraud and all forms of corruption to encourage responsible and ethical business.

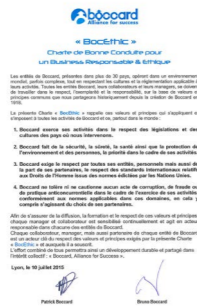


Initiatives

The "BocEthic" Charter

In a context of responsible and ethical business, we have formalized our commitments by creating the Boccard Good Conduct Charter:

1. Boccard carries out its activities in compliance with the legislations and the culture that exist in the countries where we work.
2. Boccard makes health, safety, security and environmental & personal protection the priority in its business activities.
3. Boccard requires all its entities, its personnel and its partners to comply with international standards on Human Rights resulting from the norms drawn up by the United Nations.
4. Boccard neither tolerates nor endorses any act of corruption, fraud, or anti-competitive practice system in the context of exercising our activities, in compliance with the standards applicable in these fields. This position includes the choice of its partners



Practical Integrity Guide

We have also drawn up a Practical Integrity Guide to supplement our "BocEthic" charter.

Gifts & Invitations

We make our staff aware of the behavior they must adopt when offering or receiving gifts and invitations.

Sustainable Procurement

We ensure the respectability of our partners by means of a checking process and require them to comply with integrity regulations as specified in the Compliance Declaration approved by up-line partners.

Whistleblowing

To reinforce our ethical approach, we have set up an whistleblowing procedure system giving staff the possibility of issuing warnings on conduct that is non-compliant with the regulations drawn up in the "BocEthic" charter.

Trainings

Our employees have attended awareness training on responsible purchasing and digital fraud.



Ways of improvement

- Setting up awareness-raising campaigns on the subject



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