

Boccard guarantees equal opportunities and prepares the ground for the future

2018 Report on Corporate
Social Responsibility

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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 Boccard 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 Boccard’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.



Our commitments

Social

Our aim:

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.

Solidarity

Our aim:

To guarantee equal opportunities for all, and give support to initiatives and solidarity actions in line with our values.

Environment

Our aim:

To reduce any of our significant environmental impacts and act in favor of sustainable development.

Ethics

Our aim:

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.



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 Compact





Boccard at a glance

Boccard at a glance

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.

In figures



1918
Boccard was founded in France



4th generation
of a family dedicated to industrial development



8
Markets



2013
Adhesion to the United Nations' World Compact



3500
Experts throughout the world



35 countries



4 expertises:
Engineering,
Manufacturing,
Construction,
Maintenance



1 commitment
Excellence in project management, "Safety First, On Time, On Spec, On Budget, Customer Satisfaction"



2018
Celebrated its first 100 years!

Our markets



Brewery



Oil & Gas



Cosmetics & Hygiene



Pharma & Biotech



Food & Ingredients



Power

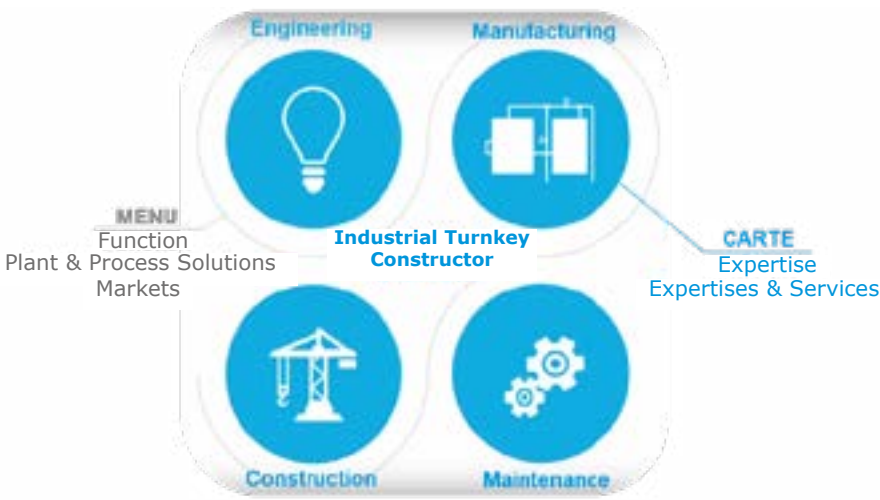


Nuclear



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.

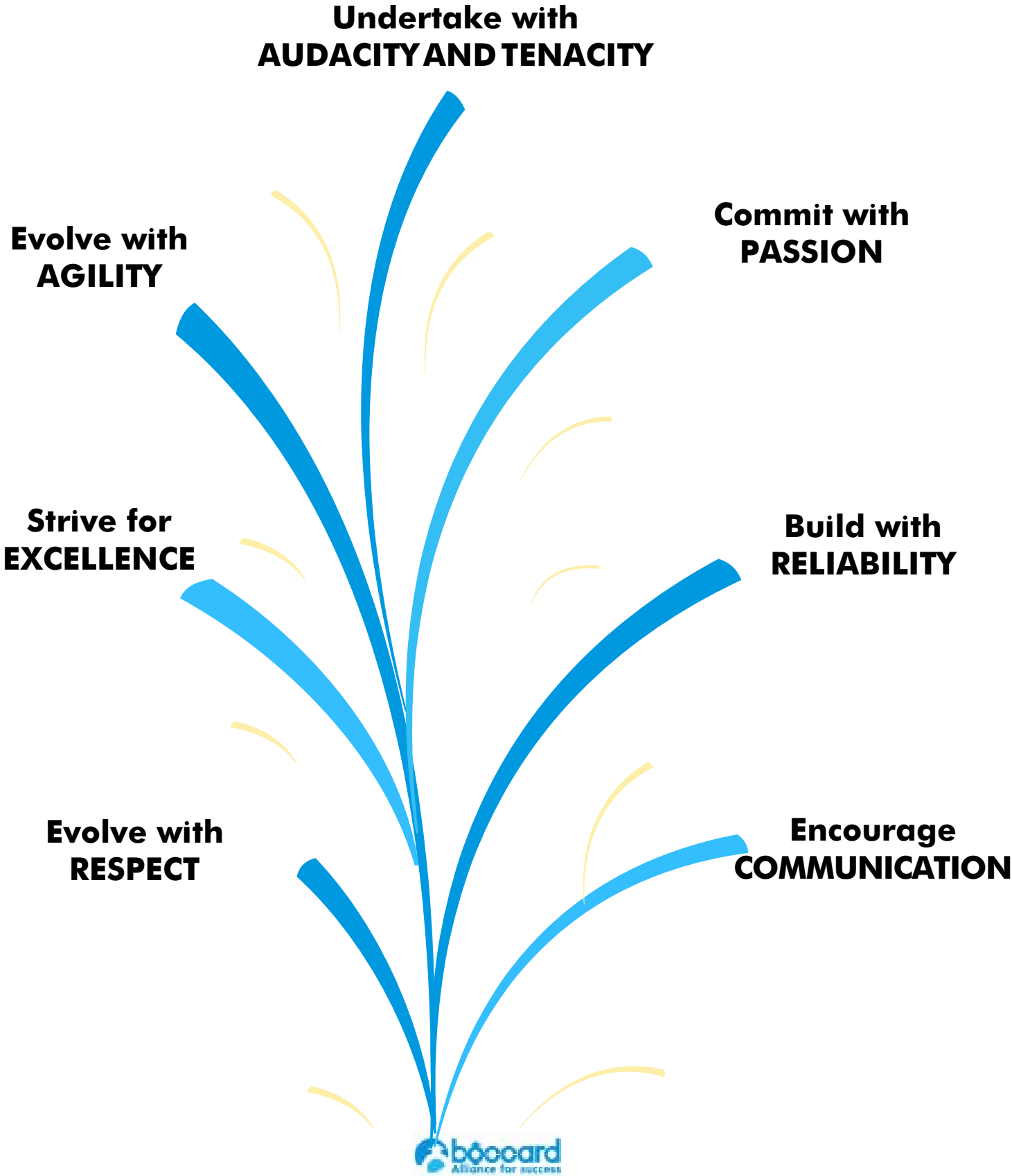
Our commitment



Safety First
On Time
On Spec
On Budget

Customer Satisfaction

Our Values



Social

Safety first

Our aim

To ensure that every member of staff who leaves for work in the morning returns home safe and sound in the evening



Initiatives

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.

Safety

We have set up a large number of solutions for guaranteeing our staff's safety and protection including Safety handbook, toolbox meetings, BocSafety golden rules, etc.

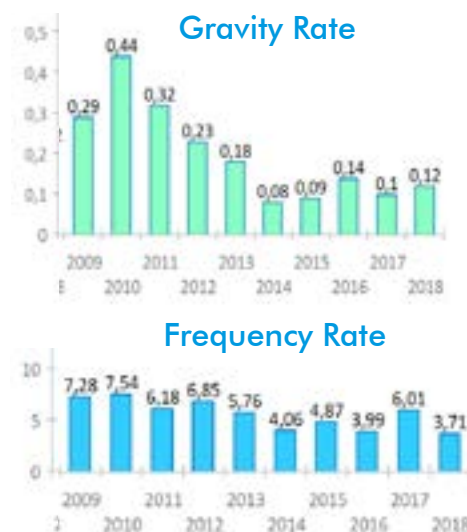
Boccard also benefits from a safety management system recognized by ISO 45001 certification.



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.

Indicators



Ways of improvement

- Mobilizing staff by organizing theme weeks and events on safety
- Issuing "Special news" on accidents to prevent them from their repetition in similar 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

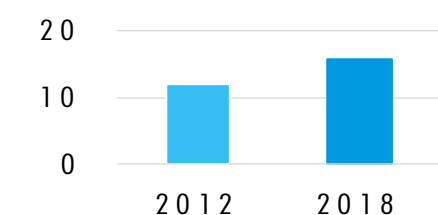
This agreement consists of providing good communication on handicaps, guaranteeing equal opportunities during recruitment and providing all the developments required for receiving handicapped persons.

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

Percentage of women at Boccard



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

Our 7 values

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.

Values challenges

In 2018, year of "Our First 100 Years" a challenge was launched to all our members of staff: The challenge of living one or more of the seven Boccard's values through a joint, collaborative sporting, human, cultural or even humorous team challenge.



Sports

Our staff cycled 874 km in 5 days from Villeurbanne, Boccard's historic French headquarters, to meet up with our Belgian teams at Peruwelz.



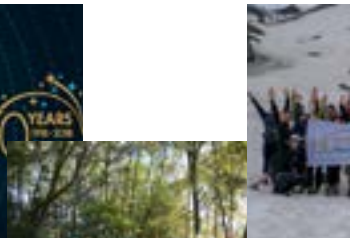
Collaborative activities

Our staff created a beer made out of 5 ingredients coming from the 5 continents where Boccard is implemented, specifically for «Our First 100 Years» birthday celebration.



International

Our staff threw a ball from Canada to Mexico via the United States without dropping it as a symbol of the "Encourage Communication" value.



Eco-citizen

Our teams took part in the World Clean-Up Day.

Solidarity

Members of our staff climbed to the summit of the "Sommet des 4 têtes" Alps mountain and collected a sum of 30,000 euros, which was then donated to Handicap International association.

27
achieved
challenges

Ways of improvement

- Pursuing our aims over the coming years in sharing our values throughout the world.
- Assessing compatibility with corporate culture by evaluating the ability of job applicants to adapt to their environment along with Boccard's values.



Solidarity

Equal opportunities

Our aim

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



Initiatives

The Boccards Endowment Fund

The main vocation of the Boccards 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 Boccards' 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).

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.

Indicateurs



2017 year of creation

3 Partner schools

45 Students have been beneficiaries

50 Student/mentor duos since the beginning



Ways of improvement

- Encourage 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

Handicap International

For the 5th consecutive year, we are giving financial support to Handicap International to assist them in their international activities.

Courir pour Elles/Run for Life

Fifteen female members of staff took part in the “Courir pour Elles” run event on May 27, 2018, to provide support in the fight against cancer affecting women.

ACTES Madagascar

We have given our financial and moral support to five students in their 2nd year of medical studies to succeed on their international solidarity project in Madagascar.

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 Colombia

Our Colombian teams have distributed gifts and supplies to the Bavunca community in Bolivar.

In Romania

Our staff's children offered clothing, toys, and food to the community in the village of Valea Plopului.

In Poland

Our Polish teams collected 150 toys and distributed them to the Warsaw hospital.

In Russia

Our Russian team collected funds and spent a day with sick children.

In France

Some of our coworkers, in partnership with Handicap International, raised a sports and solidarity challenge by climbing to the top of the “Sommet des 4 Têtes” Alps mountain. Others took part in mapping a region of Madagascar around the Betsiboka river.

Ways of improvement

- Increasing the number of solidarity actions
- Encouraging all the Boccards 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 footprint is limited but we do our best at our level to protect the environment.

Transport

We have been reducing our CO2 emissions by using ecological vehicles, setting up tools facilitating digital exchanges and encouraging travel by train.

Waste

We have been setting up a system to sort out and recycle our waste for several years. In 2018, with the Stop Plastic challenge our staff committed themselves to reducing their consumption of plastic by using glass mugs.



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.

Indicateurs

Transport

4,1% By electrical and hybrid vehicles

88% of km covered by train on short-distance trips

5,4% Reduction (compared with 2017) in CO2 emissions due to air-trips

5% reduction of CO2 emissions on scope 1 and 2 over 4 years

Waste

60% Reduction in the number of plastic cups

24,6 MWh Energy savings thanks to recycled waste, or the equivalent of 2 inhabitants' annual consumption (Villeurbanne sites)

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

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.



Ethics

Ways of improvement

- Setting up awareness-raising campaigns on the subject



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