

Environmental indicators

✓ Moderate assurance
 ✓ Reasonable assurance

Verified	Published indicators	Units	GDF SUEZ 2009	GDF SUEZ 2010	BEF 2010
Environmental management systems ⁽¹⁾					
		%Revenue			
✓✓	Relevant revenue covered by EMAS certification	%Revenue	6.3%	7.6%	
✓✓	Relevant revenue covered by ISO 14001 certification (non EMAS)	%Revenue	42.6%	44.5%	27.3%
	Relevant revenue covered by other external EMS certification	%Revenue	5.3%	13.5%	60.1%
	Relevant revenue covered by an internal certification (but not by a certified EMS)	%Revenue	17.2%	18.9%	0.9%
	Environmental expenses (CAPEX and OPEX)	k€	2,847,782	5,690,145	4,645
	Fines paid (for incidents with an environmental impact)	k€	1,507	784	-
✓✓	Renewable – Net installed capacity (electric and thermal)	MWeq	12,591	13,357	4,495
	Share of renewable resources in installed capacities	%	18.5%	18.8%	64.5%
✓✓	Renewable – Electricity and heat generated	GWheq	50,009	61,434	17,075
	Energy generated – share of grand hydraulics	%	81.8%	82.2%	91.6%
	Energy generated – share of small hydraulics	%	2.1%	1.7%	2.6%
	Energy generated – share of wind turbines	%	3.5%	4.4%	5.8%
	Energy generated – share of geothermal	%	0.1%	0.1%	0.0%
	Energy generated – share of solar	%	0.0%	0.0%	0.0%
	Energy generated – share of biomass	%	8.4%	7.9%	0.0%
	Energy generated – share of biogas	%	1.8%	1.4%	0.0%
	Energy generated – share of the incineration of the biodegradable part of waste	%	2.3%	1.8%	0.0%
Energy recovered from waste treatment					
✓✓	Electricity sold (incineration, CET and STEP)	GWheq	2,677	3,458	-
✓✓	Heat sold (incineration, CET and STEP)	GWth	1,469	1,652	-
✓✓	Primary energy consumption – Total (self-consumption excluded)	GWh	391,214	403,092	14,348
	Share of coal/lignite	%	21.7%	24.5%	0.0%
	Share of natural gas	%	68.8%	66.8%	70.7%
	Share of fuel oil (heavy and light)	%	3.5%	2.6%	0.0%
	Share of substitute fuels	%	2.2%	3.1%	29.3%
	Share of biomass	%	3.6%	4.1%	0.0%
	Share of waste (not biomass)	%	0.1%	0.1%	0.0%
	Share of other fuels	%	0.2%	0.2%	0.0%
✓✓	Electricity consumption – Total	GWh	6,036	6,520	-
✓✓	Energy efficiency of fossil fuel power plants (including biomass)	%	43.8%	43.9%	49.3%
Total GHS Emissions					
		t eq CO₂	98,231,210	111,410,449	6,634,419
✓✓	Total GHS Emissions (not third-party emissions and land vehicles)	t eq CO₂	97,405,418	109,324,454	5,401,006
	GHS Emissions per unit of activity – Energy generation ⁽¹⁾⁽¹¹⁾⁽¹²⁾	kg eq CO ₂ /MWh	354.8	351.3	223.7
	GHS Emissions per unit of activity – Exploration, Production of gas ⁽²⁾	kg eq CO ₂ /MWh	6.8	7.1	-
	GHS Emissions per unit of activity – Gas storage ⁽¹¹⁾⁽¹²⁾	kg eq CO ₂ /MWh	2.9	1.2	-
	GHS Emissions per unit of activity – Gas transport (not LNG vessels) ⁽¹¹⁾⁽¹²⁾	kg eq CO ₂ /MWh	0.9	0.9	-
	GHS Emissions per unit of activity – LNG vessels ⁽¹¹⁾	kg eq CO ₂ /MWh	1.5	1.5	-
	GHS Emissions per unit of activity – Gas distribution ⁽¹⁴⁾	kg eq CO ₂ /MWh	2.4	3.7	-
	GHS Emissions per unit of activity – Incineration	kg eq CO ₂ /T	335.6	386.1	-
	GHS Emissions – Vehicle fleet	t eq CO ₂	792,350	846,845	17,488
✓	Total NOx Emissions	t	136,663	106,515	1,554
	NOx Emissions per unit of activity – Energy generation ⁽¹¹⁾	g/MWheq	511	416	64
	NOx Emissions per unit of activity – Exploration, Production of gas ⁽²⁾	mg/MWh	33,410	7,029	-
	NOx Emissions per unit of activity – Gas storage ⁽¹¹⁾	mg/MWh	3,187	2,807	-
	NOx Emissions per unit of activity – Gas transport (not LNG vessels) ⁽¹¹⁾	mg/MWh	1,296	707	-
	NOx Emissions per unit of activity – LNG vessels ⁽¹¹⁾	mg/MWh	222	326	-
✓	Total SO₂ Emissions	t	168,883	184,924	1,770
	SO ₂ Emissions per unit of activity – Energy generation ⁽¹¹⁾	g/MWheq	651	761	73
✓	Total particle Emissions	t	7,613	7,924	48

BEEI 2010	B36 2010	BI 2010	BES 2010	SE 2010	Coverage 2010	Ref. NRE	Ref. GRI
18.51%			1.7%	0.2%	97.6%	3	4.8
48.49%	13.8%	79.4%	29.5%	64.9%	97.7%	3	4.8
1.14%	5.3%		5.8%	2.7%	98.1%	3	4.8
28.28%	68.1%	11.2%	10.9%	21.5%	98.7%	3	4.8
3,510,755	9,883	148,307	123,367	1,893,187	92.9%	5	EN30
34	-	-	-	750	98.9%	8	EN28
7,743	-	-	228	891	97.2%	1	EN5 - EN6
14.9%	-	-	2.1%	68.2%	96.8%	1	EN5 - EN6
41,527	-	-	889	1,944	97.3%	1	EN5 - EN6
83.9%			0.0%	0.0%		1	EN5 - EN6
1.0%			25.4%	0.0%		1	EN5 - EN6
4.0%			3.1%	0.0%		1	EN5 - EN6
0.0%			6.8%	0.0%		1	EN5 - EN6
0.0%			0.2%	0.0%		1	EN5 - EN6
11.0%			29.3%	0.0%		1	EN5 - EN6
0.0%			6.8%	42.5%		1	EN5 - EN6
0.0%			5.3%	55.6%		1	EN5 - EN6
-	-	-	63	3,394	99.5%	1	EN6
-	-	-	233	1,419	96.0%	1	EN6
333,625	2,588	3,022	45,873	3,635	96.1%	1	EN3
28.9%	0.0%	0.0%	5.5%	0.0%		1	EN3
63.1%	95%	99.7%	81.9%	12.2%		1	EN3
2.1%	21.5%	0.3%	8.2%	73.6%		1	EN3
1.3%	0.0%	0.0%	0.5%	14.3%		1	EN3
4.4%	0.0%	0.0%	3.4%	0.0%		1	EN3
0.0%	0.0%	0.0%	0.5%	0.0%		1	EN3
0.3%	0.0%	0.0%	0.0%	0.0%		1	EN3
1,722	118	487	355	3,838	95.7%	1	EN3
43.9%	29.1%	-	42.6%	-	96.2%	1	EN5 - EN6
82,182,065	1,749,426	1,693,542	9,871,072	9,279,925	97.7%	1	EN16
82,144,743	1,745,809	1,658,071	9,686,385	8,688,439	97.6%	1	EN16
351.3	693.7	-	442.5	700.7		1	EN16
1.8	7.1	-	-	-		1	EN16
2.3	-	1.0	-	-		1	EN16
1.0	-	0.8	-	-		1	EN16
4.3	-	0.5	-	-		1	EN16
6.5	-	2.2	-	-		1	EN16
				386.1		1	EN16
31,258	1,196	20,729	184,687	591,486	99.6%	1	EN16
77,217	4,047	943	18,064	4,691	98.6%	1	EN20
395	-	-	836	1,588		1	EN20
6,825	21,619					1	EN20
1,153		2,923				1	EN20
1,030		430				1	EN20
529		260				1	EN20
176,413	1,257	19	5,135	330	98.6%	1	EN20
917	382	-	238	112		1	EN20
7,272	106	-	428	71	95.7%	1	EN20

Environmental indicators

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Verified	Published indicators	Units	GDF SUEZ 2009	GDF SUEZ 2010	BEF 2010
✓	Total water consumption for the industrial process	Mm³	76.80	70.99	0.51
	Surface water	Mm ³	44.90	40.14	-
	Underground water	Mm ³	7.15	6.09	-
	Water from the public network	Mm ³	24.74	24.77	0.51
✓	Total water consumption for cooling circuits	Mm³	152.36	110.32	-
	Evaporated surface water	Mm ³	138.51	94.59	-
	Underground water	Mm ³	8.04	9.97	-
	Water from the public network	Mm ³	5.81	5.77	-
✓✓	Linear loss index	m³/km/day	13.5	12.91	-
✓✓	Annual pollution load treated – tonnes of DBO5/year	t	489,664	691,795	-
			0		0
✓	Total quantity of waste and non-hazardous by-products discharged (including sludge)	t	6,415,606	6,843,677	1,784
	Fly ash, APC residues	t	2,975,623	3,131,016	-
	Ash, clinker	t	2,141,481	2,328,439	-
	Desulphuration by-products	t	260,888	278,721	-
	Sludge (purification and drinking water production plants)	t	667,156	842,840	-
✓	Total quantity of waste and recovered non-hazardous by-products (including sludge)	t	5,082,930	5,406,842	1,684
✓✓	Total quantity of waste and hazardous by-products discharged (not including radioactive waste)	t	522,770	556,441	648
✓✓	Total quantity of waste and hazardous by-products discharged (not including radioactive waste)	t	17,198	17,308	264
	Tonnage of recovered waste (energy and material) / Tonnes of treated waste	%	41.31%	41.12%	-
	CET – Energy sold (biogas) / waste for landfill	kWh/t	47.02	46.76	-
	Incineration – Energy sold / incinerated waste with energy recovery	kWh/t	386.56	414.21	-
	Quantity of leachates collected	m ³	3,707,964	3,786,068	-
✓	Quantity of leachates treated (externally or internally)	m³	3,771,681	3,786,068	-
	Purification – Recovered sludge / Production of STEP sludge	%	49.43%	45.22%	-
	Radioactive gas emissions				
	Rare gas	TBq	12.52	5.05	-
	Iodines	GBq	0.10	0.07	-
	Aerosols	GBq	0.01	0.01	-
	Radioactive nuclear waste	m³	291.6	275.30	-
	Liquid radioactive discharge – beta and gamma Emitters	GBq	12.36	10.08	-
	Liquid radioactive discharge – Tritium	TBq	108.38	102.57	-
	Share of "green" fleet in truck fleet	%	89.27%	97.58%	-
	Share of "alternative fuel" fleet in truck fleet	%	4.59%	4.33%	-

BEEI 2010	B36 2010	BI 2010	BES 2010	SE 2010	Coverage 2010	Ref. NRE	Ref. GRI	
45.34	0.05	4.48	12.61	8.01	97.7%	1	EN8	
33.80	-	0.00	6.34	-	-	1	EN8	
2.83	0.01	2.22	1.03	-	-	1	EN8	
8.72	0.05	2.26	5.23	8.01	-	1	EN8	
109.61	-	-	0.69	0.02	96.1%	1	EN8	
94.59	-	-	0.00	0.00	-	1	EN8	
9.50	-	-	0.47	-	-	1	EN8	
5.52	-	-	0.22	0.02	-	1	EN8	
-	-	-	-	12.91	98.8%	-	-	
-	-	-	571	691,224	99.9%	2	EN26	
4,277,361	11,944	22,210	163,626	2,366,752	97.8%	1	EN22	
2,807,153	-	-	52,164	271,699	-	1	EN22	
1,088,025	-	-	76,521	1,163,893	-	1	EN22	
278,721	-	-	0	-	-	1	EN22	
-	-	-	2,645	840,195	-	1	EN22	
3,956,609	3,442	7,066	138,528	1,299,512	97.3%	1	EN22	
27,274	107,874	12,880	13,059	394,706	98.1%	1	EN22	
13,737	1,126	332	1,849	-	97.1%	1	EN22	
-	-	-	-	19.17%	41.13%	1-2	EN6	
-	-	-	-	46.76	100.0%	1-2	EN6	
-	-	-	14,484.06	396.94	97.6%	1-2	EN6	
-	-	-	-	3,786,068	100.0%	1	EN22	
-	-	-	-	3,786,068	100.0%	1	EN22	
-	-	-	100.00%	45.01%	100.0%	1-2	EN22	
5.05	-	-	-	-	95.6%	1	EN24	
0.07	-	-	-	-	95.7%	1	-	
0.01	-	-	-	-	95.6%	1	-	
0.01	-	-	-	-	95.7%	1	-	
275.30	-	-	-	-	95.7%	1	-	
10.08	-	-	-	-	95.7%	1	-	
102.57	-	-	-	-	95.7%	1	-	
0.00%	-	-	-	-	97.74%	1	EN29	
0.00%	-	-	-	-	4.33%	99.3%	1	EN29

(1) Revenue is calculated based on shares of activities covered in each activity multiplied by the consolidated revenue per activity.
 (2) Ratios calculated based on generation of energy (natural gas and oil).
 (3) Transport/storage/terminals ratio based on m³ transported/injected and taken off by storage/regasified, and heating power of gas (kWh/m³).
 (4) Ratios calculated based on quantities of distributed gas adjusted for climatic variations (representing 0.4% of quantities of gas distributed for France).
 (5) Ratios calculated based on the quantity of electrical and thermal power generated.
 (6) As a result of the update to the calculation method, the 2009 data has been adjusted in the table above.
 (7) Due to a technical problem, the total figure for the Group published in the reference document is incorrect. The value presented here is the correct one.

Units of measurement

- %Revenue = percentage of revenue
- Nb = number
- W = Watt = unit of measurement of power or energy per unit of time = 1 joule/second
- Wh = watt hour = unit of measurement of the energy generated by 1 W of power for 1 hour = 3,600 joules
- We = Watt electrical / Whe = Watt hour electrical = unit of measurement of electrical power and energy
- Wth = Watt thermal / Wtht = Watt hour thermal = unit of measurement of thermal power and energy
- Weq = Watt equivalent = unit of measurement of electrical and thermal power (For 2008 GDF SUEZ set the equivalence at 1 Wtht = 0.44 Wheq)
- Wheq = Watt hour equivalent = unit of measurement of electrical and thermal power (For 2008 GDF SUEZ set the equivalence at 1 Wtht = 0.44 heq)
- Bq = Becquerel = unit of measurement of radioactivity
- t = Tonne = 1,000 kilograms
- Leq.CO₂ = tonnes equivalent CO₂ (1 t CH₄ = 21 t CO₂)
- kg.eq.CO₂ = kilograms equivalent CO₂ (1 kg CH₄ = 21 kg CO₂)
- m³ = cubic metre
- k = Kilo = 10³
- M = Mega = 10⁶
- G = Giga = 10⁹
- T = Tera = 10¹²

Social indicators

✓ Moderate assurance
 ✓✓ Reasonable assurance

Energy France Business Line					
	GRI	2010	2009	2008	
Workforce per geographical area	✓✓	LA1	11,033	10,787	10,104
France		LA1	11,033	10,787	10,081
Belgium		LA1			
Other European Union		LA1			23
Other countries in Europe		LA1			
Total Europe		LA1	11,033	10,787	10,104
North America		LA1			
South America		LA1			
Asia - Middle East - Oceania		LA1			
Africa		LA1			
% of reporting			100%	100%	100%
Distribution of workforce per CSP		LA1			
Managerial staff members	✓✓	LA1	2,436	2,242	1,137
Non-managerial staff members	✓✓	LA1	8,597	8,545	5,328
% of reporting			100.0%	100.0%	64.0%
Share of women in the Group					
Proportion of women in the workforce	✓✓	LA13	31.4%	32.8%	33.0%
% of reporting			100.0%	100.0%	100.0%
Proportion of women in managerial staff		LA13	27.7%	26.5%	23.2%
% of reporting			100.0%	100.0%	18.1%
Distribution of workforce per type of contract		LA1			
Permanent (CDI)		LA1	93.4%	94.3%	98.6%
Other		LA1	6.6%	5.7%	1.4%
% of reporting			100.0%	100.0%	54.2%
Demographic pyramid on permanent workforce	✓	LA1			
under 25	✓	LA1	6.0%	6.2%	5.3%
25-29	✓	LA1	14.3%	14.6%	11.3%
30-34	✓	LA1	15.0%	14.9%	16.7%
35-39	✓	LA1	16.5%	16.9%	16.9%
40-44	✓	LA1	13.8%	13.0%	12.7%
45-49	✓	LA1	12.6%	12.7%	14.7%
50-54	✓	LA1	13.9%	13.8%	16.1%
55-59	✓	LA1	7.0%	7.0%	5.8%
60-64	✓	LA1	0.8%	0.7%	0.4%
65 +	✓	LA1	0.0%	0.1%	0.1%
% of reporting			100.0%	100.0%	38.7%
Movements of personnel and labour					
Turnover	✓	LA2	5.13%	5.96%	0.90%
% of reporting			100.00%	100.00%	18.30%
Voluntary turnover	✓	LA2	3.65%	4.17%	2.40%
% of reporting			100.00%	100.00%	97.80%
Hiring rate	✓	LA2	11.37%	13.65%	10.30%
% of reporting			100.00%	100.00%	97.80%
Permanent hiring rate		LA2	48.77%	55.72%	61.60%
% of reporting			100.00%	100.00%	18.30%
Percentage of disabled workers			1.94%	1.62%	1.31%
Professional development					
Percentage of trained workforce	✓✓	LA10	58.51%	73.46%	75.90%
% of reporting			100.00%	100.00%	97.80%
Proportion of women in trained workforce		LA10	34.89%	33.57%	31.30%
% of reporting			100.00%	100.00%	94.40%
Percentage of managerial and non-managerial staff in trained workforce:		LA10			
- Managerial staff members		LA10	23.87%	21.24%	32.90%
- Non-managerial staff members		LA10	76.13%	78.76%	67.10%
% of reporting			100.00%	100.00%	18.30%
Training costs per person trained (€)			1,407	1,480	934
% of reporting			100.00%	100.00%	18.30%
Number of training hours per person trained		LA10	39	33	32
% of reporting			100.00%	100.00%	97.80%
Number of training hours per woman trained			30	27	31
% of reporting			100.00%	100.00%	94.70%
Training costs per hour of training (€)			36	44	23
% of reporting			100.00%	100.00%	18.30%
Distribution of hours of training per theme:					
- Job skills			52.70%	58.25%	40.00%
- Quality, environment, safety			17.57%	15.25%	30.70%
- Languages			3.24%	2.34%	4.10%
- Other			26.49%	24.17%	25.20%
% of reporting			100.00%	100.00%	18.30%
Work conditions		LA7			
Days of absence per person			16	19	11
% of reporting			100.00%	100.00%	97.80%
Overtime		LA7	0.84%	1.20%	1.51%
% of reporting			100.00%	100.00%	18.30%
Health & Safety at Work					
Number of fatal accidents (employees)*			1	0	0
Frequency rate			12.7	14.3	14.9
Severity rate (based on France Reporting Criteria)			0.52	0.46	0.33
Severity rate (based on OIT referential)			0.36		
% of reporting			100%	100%	100%

Energy Europe & International Business Line			Global Gas & LNG Business Line			
	2010	2009	2008	2010	2009	2008
	25,002	24,279	23,919	2,452	2,310	1,909
	103	114	133	1,028	984	699
	7,215	7,603	7,561	23	20	18
	10,646	10,915	11,271	1,216	1,162	1,058
	0	0	0	167	139	101
	17,964	18,632	18,965	2,434	2,305	1,876
	2,035	2,012	2,009	0	1	0
	3,263	2,259	2,076	4	3	4
	1,740	1,376	869	14	1	
	0	0	0		0	29
	100%	100%	100%	100%	100%	100%
	4,998	5,142	5,693	1,302	1,211	807
	20,004	19,137	18,201	1,150	1,099	372
	100.0%	100.0%	99.9%	100.0%	100.0%	61.8%
	26.1%	27.5%	27.5%	30.1%	30.8%	28.7%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	22.7%	21.1%	20.0%	30.3%	31.4%	35.0%
	100.0%	100.0%	66.1%	100.0%	100.0%	2.6%
	96.3%	96.0%	94.1%	95.0%	95.6%	100.0%
	3.7%	4.0%	5.9%	5.0%	4.4%	0.0%
	100.0%	100.0%	66.5%	100.0%	100.0%	37.4%
	3.0%	3.6%	5.4%	1.0%	1.9%	2.3%
	12.8%	13.6%	15.1%	11.1%	11.1%	15.6%
	15.9%	15.5%	13.9%	16.3%	16.2%	22.9%
	15.0%	15.0%	13.8%	17.0%	15.8%	18.5%
	15.9%	16.1%	14.2%	12.8%	11.9%	12.6%
	13.4%	13.6%	14.4%	12.1%	13.2%	11.3%
	12.9%	13.1%	12.9%	14.9%	16.0%	9.8%
	8.6%	8.0%	8.5%	11.8%	11.2%	6.3%
	2.2%	1.4%	1.6%	3.0%	2.6%	0.4%
	0.3%	0.1%	0.2%	0.0%	0.1%	0.1%
	100.0%	100.0%	64.4%	100.0%	100.0%	36.2%
	5.37%	9.80%	5.60%	3.34%	2.53%	2.20%
	100.00%	100.00%	60.20%	100.00%	100.00%	2.60%
	2.76%	2.30%	3.40%	2.68%	2.12%	1.40%
	100.00%	100.00%	94.40%	100.00%	100.00%	100.00%
	8.42%	10.38%	14.10%	13.34%	15.01%	13.70%
	100.00%	100.00%	94.40%	100.00%	100.00%	100.00%
	71.83%	73.92%	75.00%	76.16%	78.31%	0.00%
	100.00%	100.00%	60.20%	100.00%	100.00%	2.60%
	0.70%	0.64%	0.25%	1.55%	1.34%	0.00%
	83.80%	77.35%	79.00%	90.71%	81.99%	60.60%
	81.92%	94.47%	70.30%	70.00%	86.56%	100.00%
	25.18%	27.88%	28.10%	30.18%	30.96%	34.60%
	81.92%	94.47%	71.00%	100.00%	86.56%	92.10%
	19.99%	20.98%	25.50%	55.17%	57.83%	70.00%
	80.01%	79.02%	74.50%	44.83%	42.17%	30.00%
	81.92%	94.47%	62.40%	100.00%	86.56%	2.60%
	1,135	958	1,626	2,677	2,193	2,243
	81.92%	91.55%	65.70%	100.00%	70.96%	2.60%
	55	54	68	34	20	38
	81.92%	94.04%	70.30%	100.00%	52.69%	100.00%
	43	55	68	29	27	36
	81.92%	94.04%	71.00%	100.00%	52.69%	92.10%
	21	18	23	78	111	54
	81.92%	91.55%	64.00%	100.00%	52.69%	2.60%
	11	11	14	10	15	16
	100.00%	99.98%	73.60%	100.00%	99.21%	85.50%
	3.48%	3.01%	4.15%	2.51%	2.15%	0.00%
	100.00%	99.98%	65.40%	100.00%	99.21%	2.60%
	0	2	2	0	0	0
	1.6	2.2	2.2	1	2.3	0
	0.07	0.08	0.06	0.01	0.09	0
	0.05			0.01		
	100%	100%	100%	100%	100%	100%

Social indicators

✓ Moderate assurance
 ✓✓ Reasonable assurance

	GRI	Infrastructure Business Line		
		2010	2009	2008
Workforce per geographical area	✓✓ LA1	17,500	17,341	17,395
France	LA1	17,436	17,274	17,343
Belgium	LA1	0	0	0
Other European Union	LA1	64	67	52
Other countries in Europe	LA1	0	0	0
Total Europe	LA1	17,500	17,341	17,395
North America	LA1	0	0	0
South America	LA1	0	0	0
Asia - Middle East - Oceania	LA1	0	0	0
Africa	LA1	0	0	0
% of reporting		100%	100%	100%
Distribution of workforce per CSP	LA1			
Managerial staff members	✓✓ LA1	3,518	3,393	3,146
Non-managerial staff members	✓✓ LA1	13,982	13,948	14,207
% of reporting		100.0%	100.0%	99.8%
Share of women in the Group				
Proportion of women in the workforce	✓✓ LA13	20.9%	20.9%	20.1%
% of reporting		100.0%	100.0%	100.0%
Proportion of women in managerial staff	LA13	26.9%	25.2%	-
% of reporting		100.0%	100.0%	0.0%
Distribution of workforce per type of contract	LA1			
Permanent (CDI)	LA1	95.5%	96.0%	100.0%
Other	LA1	4.5%	4.0%	0.0%
% of reporting		100.0%	100.0%	95.8%
Demographic pyramid on permanent workforce	✓ LA1			
under 25	✓ LA1	4.9%	4.9%	4.7%
25-29	✓ LA1	9.5%	9.0%	8.6%
30-34	✓ LA1	11.1%	10.8%	10.4%
35-39	✓ LA1	12.7%	12.0%	12.2%
40-44	✓ LA1	12.2%	12.4%	12.7%
45-49	✓ LA1	16.7%	18.8%	21.0%
50-54	✓ LA1	24.6%	24.8%	24.7%
55-59	✓ LA1	7.8%	6.8%	5.6%
60-64	✓ LA1	0.5%	0.4%	0.1%
65 +	✓ LA1	0.0%	0.0%	0.0%
% of reporting		100.0%	100.0%	95.8%
Movements of personnel and labour				
Turnover	✓ LA2	0.84%	0.37%	-
% of reporting		100.00%	100.00%	0.00%
Voluntary turnover	✓ LA2	0.74%	0.23%	0.10%
% of reporting		100.00%	100.00%	100.00%
Hiring rate	✓ LA2	7.11%	6.66%	5.40%
% of reporting		100.00%	100.00%	100.00%
Permanent hiring rate	LA2	58.77%	57.12%	-
% of reporting		100.00%	100.00%	0.00%
Percentage of disabled workers		2.24%	2.05%	0.00%
Professional development				
Percentage of trained workforce	✓✓ LA10	77.58%	66.68%	54.60%
% of reporting		100.00%	99.99%	100.00%
Proportion of women in trained workforce	LA10	17.90%	16.77%	16.60%
% of reporting		100.00%	99.99%	95.30%
Percentage of managerial and non-managerial staff in trained workforce:	LA10			
- Managerial staff members	LA10	17.91%	18.15%	
- Non-managerial staff members	LA10	82.09%	81.85%	
% of reporting		100.00%	99.99%	0.00%
Training costs per person trained (€)		1,827	1,603	
% of reporting		100.00%	99.99%	0.00%
Number of training hours per person trained	LA10	36	38	37
% of reporting		100.00%	99.99%	100.00%
Number of training hours per woman trained		29	30	29
% of reporting		100.00%	99.99%	95.30%
Training costs per hour of training (€)		51	42	
% of reporting		100.00%	99.99%	0.00%
Distribution of hours of training per theme:				
- Job skills		52.75%	52.40%	
- Quality, environment, safety		23.69%	24.20%	
- Languages		1.70%	1.57%	
- Other		21.86%	21.83%	
% of reporting		100.00%	99.99%	0.00%
Work conditions	LA7			
Days of absence per person		20	21	10
% of reporting		100.00%	99.99%	99.39%
Overtime	LA7	2.47%	2.41%	-
% of reporting		100.00%	99.88%	0.00%
Health & Safety at Work				
Number of fatal accidents (employees)*		4	2	1
Frequency rate		4.4	3.4	5
Severity rate (based on France Reporting Criteria)		0.09	0.2	0.28
Severity rate (based on OIT referential)		0.08		
% of reporting		100%	100%	

	Energy Services Business Line			Environment Business Line		
	2010	2009	2008	2010	2009	2008
	75,872	76,766	77,883	79,554	65,895	65,882
	39,473	39,701	40,483	34,792	32,398	32,835
	10,426	10,278	10,263	2,092	2,050	2,219
	19,809	20,387	21,548	30,104	19,167	19,877
	2,797	2,927	2,939	81	78	80
	72,505	73,293	75,233	67,069	53,693	55,011
	337	367	11	3,347	3,281	3,250
	784	868	719	252	269	222
	2,196	2,182	1,920	4,892	4,582	3,381
	50	56	0	3,994	4,070	3,518
	100%	100%	100%	100%	100%	100%
	13,282	13,050	11,295	10,665	8,649	8,358
	62,590	63,716	58,474	68,889	57,246	57,024
	100.0%	100.0%	89.8%	100.0%	100.0%	100.0%
	12.0%	11.8%	11.8%	19.4%	18.5%	18.2%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	13.2%	13.2%	13.0%	25.6%	24.2%	23.7%
	100.0%	100.0%	89.6%	100.0%	100.0%	100.0%
	93.5%	93.4%	92.6%	91.3%	92.3%	91.8%
	6.5%	6.6%	7.4%	8.7%	7.7%	8.2%
	100.0%	100.0%	94.2%	100.0%	100.0%	100.0%
	4.6%	5.1%	6.0%	3.1%	3.6%	4.2%
	11.8%	11.9%	11.9%	9.4%	9.6%	9.7%
	13.1%	12.8%	12.5%	12.3%	11.7%	11.9%
	13.2%	13.4%	14.0%	15.0%	15.2%	15.8%
	15.3%	15.5%	15.6%	16.7%	16.9%	17.2%
	15.0%	14.7%	14.2%	16.6%	16.5%	15.9%
	13.2%	13.2%	13.0%	13.7%	13.6%	13.0%
	10.5%	10.3%	9.9%	9.6%	9.3%	8.9%
	3.1%	2.9%	2.6%	3.2%	3.2%	2.9%
	0.3%	0.3%	0.2%	0.5%	0.5%	0.5%
	100.0%	100.0%	88.2%	100.0%	100.0%	98.9%
	7.26%	6.26%	7.50%	6.46%	7.39%	8.40%
	100.00%	100.00%	90.40%	100.00%	98.43%	99.50%
	3.79%	3.61%	5.90%	3.03%	3.31%	5.20%
	100.00%	100.00%	100.00%	100.00%	98.43%	99.50%
	13.22%	12.69%	19.20%	20.61%	15.70%	19.50%
	100.00%	100.00%	100.00%	100.00%	98.43%	99.50%
	56.73%	57.10%	56.40%	36.41%	46.14%	57.40%
	100.00%	100.00%	90.40%	100.00%	98.43%	99.50%
	1.63%	1.54%	1.43%	1.52%	1.49%	1.46%
	64.33%	59.57%	61.10%	61.20%	59.73%	57.20%
	86.02%	88.80%	88.10%	88.15%	98.02%	99.00%
	10.31%	10.58%	9.80%	19.13%	18.70%	19.70%
	86.02%	88.80%	87.60%	98.15%	98.02%	100.00%
	18.13%	16.83%	15.90%	15.03%	15.11%	15.60%
	81.87%	83.17%	84.10%	84.97%	84.89%	84.40%
	86.02%	88.80%	78.50%	98.15%	98.02%	99.00%
	687	744	1,068	532	579	820
	85.67%	88.80%	78.50%	98.15%	97.98%	98.60%
	25	29	27	25	23	24
	86.02%	88.80%	88.10%	90.56%	98.02%	99.00%
	25	29	25	25	26	22
	86.02%	88.80%	87.60%	90.56%	98.02%	100.00%
	26	26	39	22	25	35
	85.67%	88.80%	78.50%	90.56%	97.98%	99.40%
	45.94%	47.49%	46.00%	28.37%	30.61%	31.10%
	34.64%	31.77%	30.90%	36.64%	41.65%	39.70%
	2.93%	3.39%	4.10%	5.19%	4.14%	6.40%
	16.50%	17.35%	19.00%	29.81%	23.59%	22.90%
	86.02%	88.80%	78.50%	90.56%	98.02%	99.40%
	12	12	14	12	12	15
	100.00%	100.00%	100.00%	100.00%	100.00%	99.00%
	2.90%	2.83%	2.49%	4.36%	4.89%	4.96%
	100.00%	99.99%	90.40%	100.00%	100.00%	99.40%
	2	3	0	5	4	2
	7.9	8.6	9.6	16.3	15.4	17.5
	0.38	0.39	0.42	0.68	0.64	0.65
	0.23			0.43		
	100%			100%		