

EXTRA-FINANCIAL PERFORMANCE DECLARATION 2019/2020





“For the fourth year running, we are reasserting our commitment to sustainable development. This is a major pledge that draws on our core values – because human beings are, and will always remain, at the heart of our priorities.”

GILLES SALLÉ

Founder and Chief Executive Officer

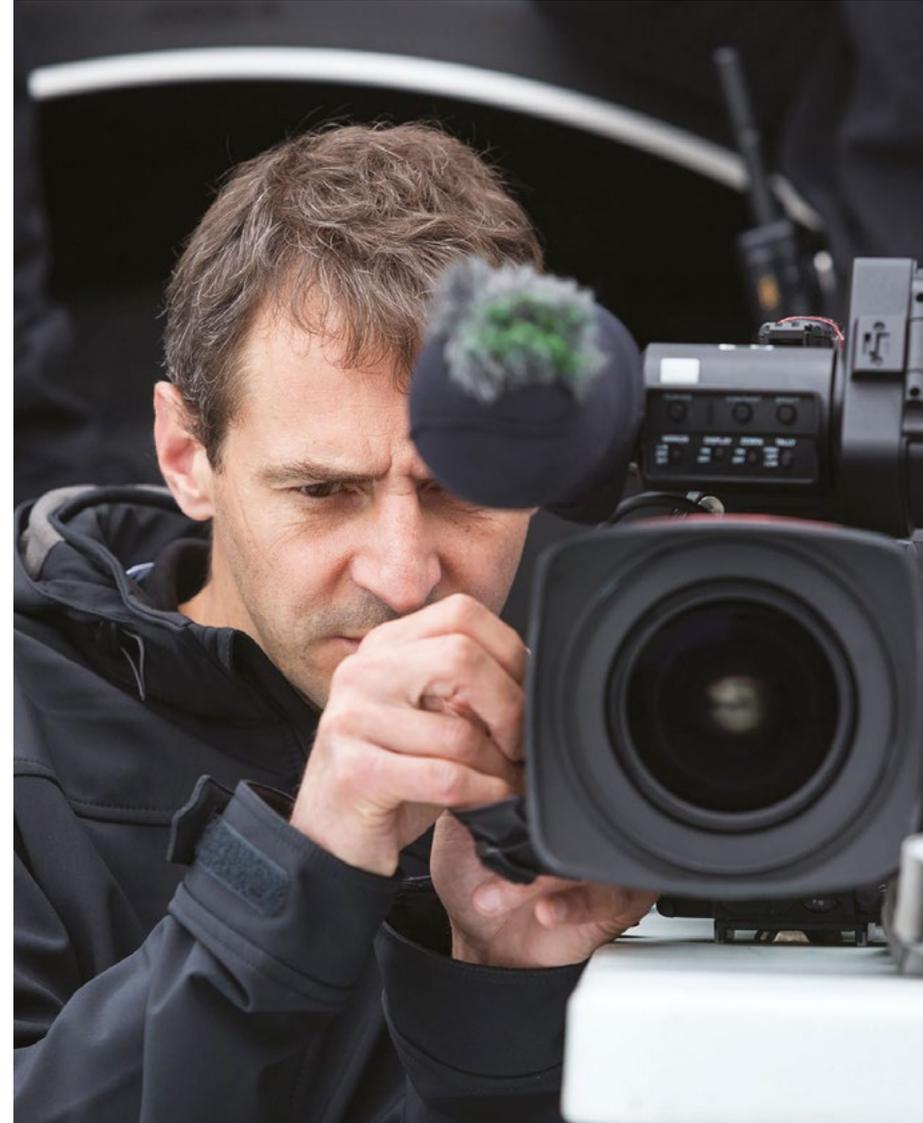
BUSINESS MODEL

AMP VISUAL TV is one of **Europe's leading providers of televised footage.**

We devote **our full expertise and passion** to our clients throughout the entire filming process, both on and off studio sets, in France and abroad.

Since 1986, our company has been working with **enthusiastic, loyal teams** who have succeeded in establishing and developing a unique state of mind underpinned by commitment, energy, curiosity, imagination, and a continuous quest for excellence. Drawing on its 382 full-time employees (last financial year), widely renowned expertise and significant technical assets, AMP VISUAL TV has become one of the world's leading service providers in its field.

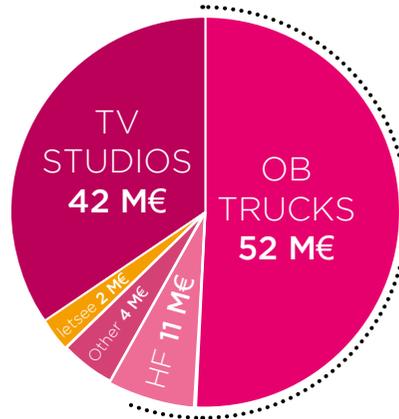
Thanks to its **excellent structure and industry-tailored pool of resources**, the company works quickly and efficiently to deliver both simple and complex technical services on its doorstep or away from its operational bases.



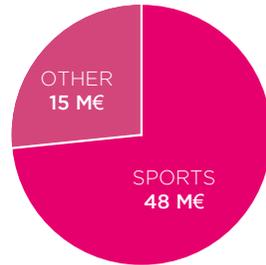
KEY FIGURES



REVENUE
AMP VISUAL TV

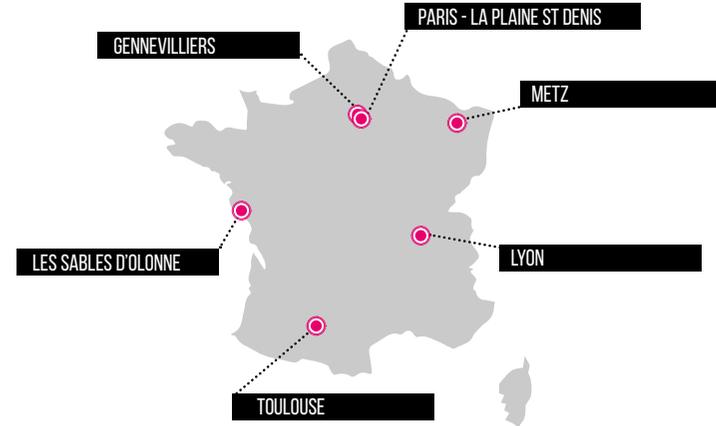


ACTIVITIES
OB AND HF TRUCKS



AMP VISUAL TV IN FRANCE AND AROUND THE WORLD

OUR OFFICES IN FRANCE



202 FOOTAGE SHOOTS ABROAD
IN **71 COUNTRIES** (OUTSIDE FRANCE)



OUR ACTIVITIES

MOBILE VIDEO



PREMIUM

Mobile video refers to audiovisual footage shot outdoors using mobile technical resources (ob trucks, flyaway units, etc.).

The designs, sizes and performance levels of our ob trucks ensure we're able to cover all segments of the french broadcasting market, and comply with the most stringent of requirements with respect to major international operations and the emerging challenges of the digital economy.



29 MOBILE UNITS



14 MOBILE UNITS



SIMPLIFIED PRODUCTION

Simplified production is a specific mobile video service for agile productions on restricted budgets.

HF



A service entirely devoted to HF technical configurations, complex short-range transmissions, medium- and long-range transmissions with or without aerial relay of major events, cycling races, sailing races, marathons, triathlons, athletics, and more...as well as the motorsports events that have forged our international reputation.



100 HD/UHD LINK-UPS
10 MOTORBIKES/SCOOTERS
2 OB TRUCKS
2 PRESSURISED AIRCRAFT

SETS



STUDIOS DE FRANCE (AMP VISUAL TV and STUDIOS PARIS SUD) offer an incredible range of television studio sets.

Available within Paris itself or on the doorstep of the French capital, our studios meet the highest industry standards in terms of audiovisual equipment, volume, sound-proofing, air-conditioning and power distribution.



29 STUDIO SETS
RANGING FROM
40 TO 2,090 M²

DIGITAL



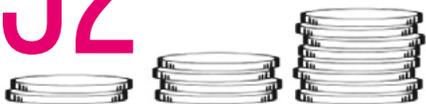
LETSEE offers a range of services for filming and broadcasting digital programmes (graphics, remote production, live streaming, etc.).

Entirely focused on the very latest audiovisual developments, this fast, agile service provides all the solutions that producers and rightsholders need for multi-channel television programme broadcasting.



1 MEDIA CENTER
1 DIGITAL STUDIO
1 REMOTE CONTROL ROOM

52 MILLION Euros
IN REVENUE



1,233 
SPORTS EVENTS
FILMED
PER YEAR

1,810 
FILMING
PROJECTS
PER YEAR

11 MILLION Euros
IN REVENUE



500 
FILMING PROJECTS PER YEAR

22 
CYCLING RACES
45 DAYS OF PRODUCTION

42 MILLION Euros
IN REVENUE



687 
FILMING PROJECTS PER YEAR

5 LIVE
DAILY
SEGMENTS 

2 MILLION Euros
IN REVENUE



631 
FILMING PROJECTS PER YEAR

2,000  Hr
LIVE-STREAMED COVERAGE
OF MOTOR-RACING EVENTS

1,000 
FOOTBALL
MATCHES
PER YEAR

5,000 Hr
 OF LIVE BROADCASTING/
REPLAY/VOD/CLIP STREAMING
ON SOCIAL MEDIA

OUR MARKET POSITION...

PRODUCTION



PRODUCER

- Kick-starts the project
- Owns the rights
- Sells them on to a broadcaster



LINE PRODUCER

- Fully or partially responsible for production
- May be given some of the rights in exchange



EXECUTIVE PRODUCER

- Handles production
- Oversees creative teams (directors, etc.)
- Is paid for their services
- Is responsible for ensuring deliverables meet compliance and quality criteria

Banjay Group
TFI
Fremantle Media
Satisfaction
Endemol
France TV
Canal +
M6
etc.

FILMING



FILMING SERVICE PROVIDER

- Handles shooting and filming
- May also handle related services (graphics, streaming, etc.)
- Manages technical teams
- Is paid for their services



OTHER SERVICE PROVIDERS

- Post-production, flow management, storage, etc.



NEP
France TV
Imagina
Euro Media Group

BROADCASTING



BROADCASTER

- Acquires the rights to broadcast a programme
- Broadcasts it

France Télévisions
Canal +, M6, Arte C8,
W9, TMC, TFX Ama-
zon, Netflix, NRJ12,
LCI, France info, LCP,
BFMTV, C NEWS, C
STAR, Gulli, Bangumi,
France Ô, L'équipe
23, RMC, Chérie 25,
6ter, LCI

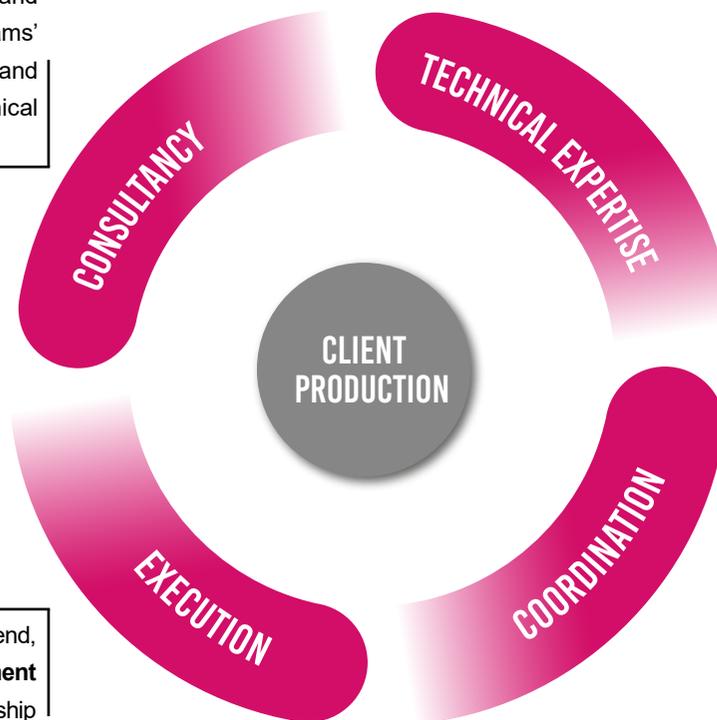




...AND OUR VALUE CHAIN

AMP VISUAL TV works with and for its clients to **design and develop filming packages** (on and off studio sets) to enrich and enhance footage and content, and broadcast it. Thanks to our teams' expertise and skill, the company advises and offers recommendations for both the technical aspects and the processes to choose.

AMP VISUAL TV is a service provider. To that end, its teams **work with specific chosen equipment** to meet the specifications drawn up in partnership with its clients. The company works with a pool of permanent and temporary staff.



AMP VISUAL TV **pools** existing technologies to develop and hone unique technical tools, thereby drawing on a **broad palette of products to meet all market needs.**

Our company handles **all staff and equipment organisational tasks to ensure operations run smoothly** (schedules, travel, accommodation, catering, etc.). Our teams also **liaise with any other potential external service providers, contractors and authorities** to make sure their involvement fits in seamlessly with the overarching process.

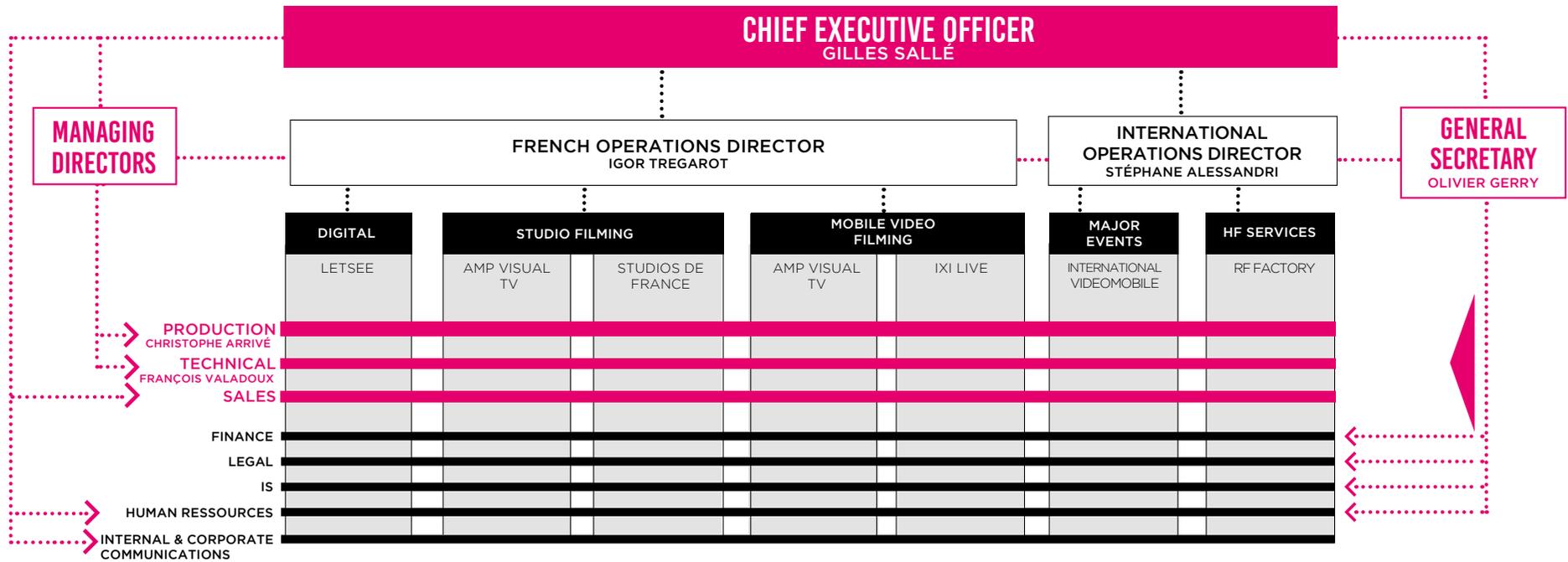
OUR COMPANY

A company in which clients and staff are valued and recognised.

The company is structured into **operational units** designed to align with the challenges of the market and our clients' expectations. This way of functioning enables our staff to work closely with our clients. The hierarchy here is simplified and well-defined, with employees free to take action independently. The decision-making process is faster, and information is communicated fluidly.

Our emphasis on social interaction, humility, curiosity and team spirit is illustrative of the values that have been at the heart of the company from the very start.





OUTLOOK...

Concentration among broadcasters

Over the past 15 years, the number of technical service providers has significantly dropped, with companies either vanishing or converging. As a result, there has been a shift from around fifteen smaller names to just three major companies. MEDIAPRO is one of them. Originally founded in Catalonia, this Chinese-owned company acquired the majority of the rights to football for the next three seasons. The broadcaster announced it intended to draw on its own filming resources.

Concentration among commissioning channels

(TF1, M6, Discovery / Eurosport...)

Emergence of Tech Giants

(Google, Apple, Facebook, Amazon and, especially, Netflix)

Emerging technologies:

- Changes in formats are constantly forcing us to invest heavily (UHD, HDR, IP, etc.).
- Technology will push us to overhaul our production processes (Digital/OTT, AI, Remote Production, etc.). These massive changes are already affecting how we operate, and represent both risks and opportunities

Despite healthy results in 2019/20 and no concerns regarding the group's short-term prospects, the next few years will be decisive in terms of making the right strategic decisions and consolidating our financial situation.

Changing demand in France

Increased demand segmentation in two distinct areas:

- 'Premium' filming, which uses our large vehicle ranges (Optimum, Extender, Millennium and Millennium Signature), have traditionally formed the backbone of the Group's mobile video activities.
 - 'Simplified production' filming (generally using two to six cameras) meets demand for productions that generally have nationwide audiences, with a limited number of deliverables. They are filmed using a mixer that automates some of the director's support tasks.
- The pandemic reduced our revenue by 50% over a six-month period, from mid-March to mid-August 2020
 - Consequently:
 - Regional competition has intensified in this segment. As the barriers to entry have been lowered, new companies are emerging with very strong technical means and processes.
 - Some core markets are shrinking or vanishing, resulting in a drop in demand for PREMIUM services outside Paris. This includes football, which accounts for 10% of our revenue and for which we will make no or very few sales.





...AND STRATEGIES

Capitalising on what we do best

- Powerful trademarks that embody our expertise and offer

Supporting the company's premium offer, they target complementary market segments by forging synergies that create value.

- Client relations

Standing out from the competition through our employees' professional outlook and excellence, for more recognition

- Staff commitment

Strong social ties based on mutual respect and trust, to help nurture and highlight skills, and reward a sense of initiative

- A market leader in France, and one of the world's top five

The product of sharp strategic intelligence and tried-and-tested organisational structure. We need to retain those activities that perform well, and adapt the others.

Our goals

- Uses & markets

We must adapt our offers to the growing number of platforms available, and to emerging media uses and consumer behaviours

- Tech

We must innovate and invest to meet clients' needs and maintain our leading position in France and around the world

- Client profiles

We must transform our working methods to mirror changes among our clients and their expectations, and open up to new clients and commissioners

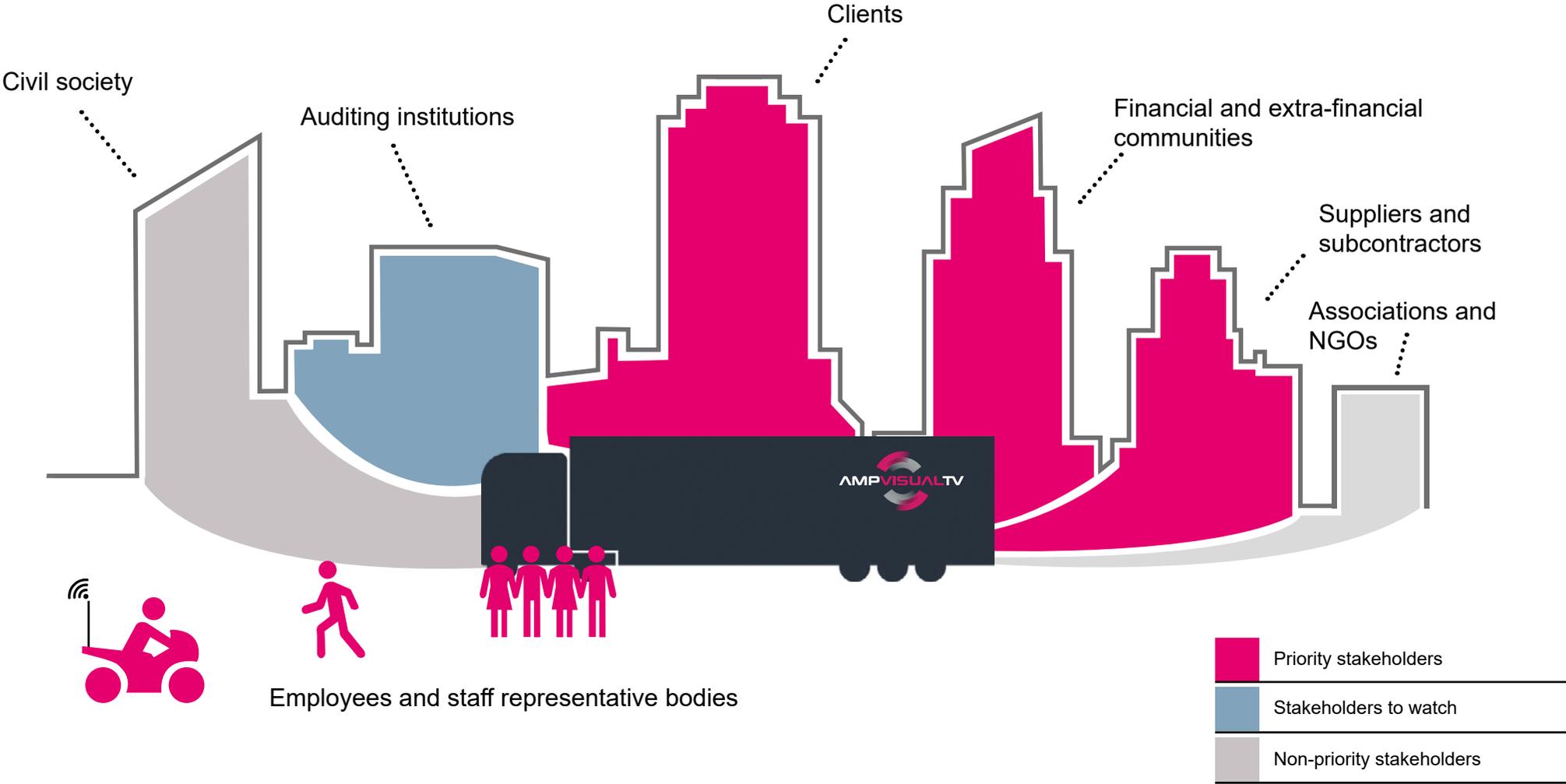
- Business model

We must finish tweaking our business model to pinpoint lasting profitability goals.

- Who we are

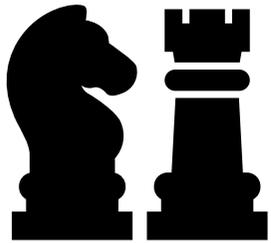
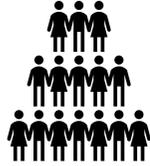
We must hone our internal relations based on trust and commitment in order to remain a responsible, positive and sustainable company

STAKEHOLDERS AT A GLANCE



COMMUNICATING WITH STAKEHOLDERS

AMP VISUAL TV stakeholders	Methods of communication
<p>Clients (producers, broadcasters, event organisers) * We put our clients at the heart of our values, which is why we consider them as our priority stakeholders</p>	<ul style="list-style-type: none"> • Client advice/consultancy • Proximity to our teams thanks to dedicated contacts • Production reports • Dedicated websites • Corporate brochures • Social media: LinkedIn, Twitter, Instagram, Facebook • Annual events • Responses to our clients' non-financial rating questionnaires
<p>Employees and staff representative bodies *The importance of social relations, humility, curiosity and teamwork is what places our employees and staff representative bodies in our priority stakeholder category</p>	<ul style="list-style-type: none"> • Social dialogue • Annual appraisals and professional interviews • Internal communications: intranet, information screens, magazines, in-house newsletters, master pitches • Events
<p>Financial and extra-financial communities: investors, shareholders, lenders, banks, insurers and legal bodies *Because we need to renegotiate our debt this year, financial and extra-financial communities are a priority stakeholder</p>	<ul style="list-style-type: none"> • Shareholders' general meetings • Presentations for investors, quarterly notes, yearly and half-yearly reports • Regular and transparent communication with our insurers and accountants • Meetings with financial analysts • Regular communication with our lawyers and banks to anticipate difficulties • Regular communication with our shareholders regarding the company's outlook
<p>Civil society</p>	<ul style="list-style-type: none"> • Partnership with the Réseau Entreprendre Vendée network • Professional trade union memberships (FICAM)
<p>Suppliers and subcontractors *We've decided to set our relationships with our suppliers and subcontractors as a priority, because they are essential to maintaining high quality standards in our business</p>	<ul style="list-style-type: none"> • Responsible procurement charter • Regular monitoring of subcontractors • Regular communication with suppliers and subcontractors
<p>Associations and NGOs</p>	<ul style="list-style-type: none"> • Staff participation in charity events on our solidarity- and community-led days and holidays (Solidays) • Sponsoring local cultural and charity initiatives • Membership of bodies and charities that have meaning and values (OTA, ECOPROD, UN Global Compact, etc.)
<p>Administrative bodies and auditing institutions</p>	<ul style="list-style-type: none"> • Open and constructive dialogue with the DIREECTE workplace inspection branch • Extra-financial performance declaration checked for accuracy by an independent third party • Statutory audits



MAPPING OUT THE RISKS AND CHALLENGES

In drawing up this grid, the general secretary worked with the Grenelle II framework to establish our key risks and challenges.

To do this, in the first quarter of 2020, we selected the most relevant themes and areas for consideration based on our performance and the events that arose last year, with a view to ensuring that this risks and challenges grid would slot seamlessly in with our corporate strategy.

Area	Risks	Challenges
SOCIAL		
Social dialogue	Deteriorating internal communication between stakeholders	Establishing constructive dialogue with staff representative bodies and consulting employees, thus improving well-being in the workplace, illustrated by: > Absence rates , and the number and quality of agreements signed with official bodies
Health and safety	Accidents in the workplace and on the way to work that severely impact on staff health	Maintaining regular safety awareness-building and training for staff, illustrated by: > Frequency rate and severity rate , number of participants trained over the course of the year
Training	Gradual loss of internal expertise and specific skills	Setting up training policies, illustrated by: > Training budget , total number of training hours and the creation of in-house training schemes
Equality in the workplace	Salary-based inequality and recruitment discrimination among men and women and employees with disabilities	Implementing gender equality, recruitment and disability in the workplace measures, illustrated by: > AGEFIPH contribution , number of RQTH beneficiaries , number of new recruits, changes to salaries and gender ratios
ENVIRONMENTAL		
Waste management	Pollution by failing to process the company's waste	Setting up preventative, waste elimination and recycling measures, illustrated by: > Collection of used batteries, waste sorting/recycling, and metal collection across the group's sites
Preserving resources	Increases in new waste generation	Reducing the obsolescence of equipment purchased, illustrated by: > Acquiring second-hand equipment, cutting back on purchases of single-use plastic
General environmental policy	Wasting energy Climate change	Implementing initiatives to cut back on energy consumption, illustrated by: > Overhauling our vehicles , optimising transport, remote production, car-sharing, electric scooters, and motorbike kits Implementing initiatives to reduce the group's environmental footprint, illustrated by: > The amount of paper, ink, electricity, gas, water and fuel used
SOCIETAL		
Regional impact	Loss of economic activity in the group's founding region	Promoting and drawing on local companies to contribute to regional development, illustrated by: > The number of supplier companies based in Vendée > The number of sponsorship/partnership agreements
Ethical practices	Involvement in unfair practices	Joining organisations with values, illustrated by: > Signing up to the United Nations' Global Compact, the FICAM, the ECOPROD collective and OTA
Subcontractors and suppliers	Lack of compliance with CSR values within the supply chain	Establishing a responsible procurement policy, ensuring subcontractors and suppliers are compliant and in a good financial situation, illustrated by: > The responsible procurement charter

COMMITTED TO CHANGE

This year, AMP VISUAL TV is continuing its commitment to working towards **sustainable development.**

Over the course of the year, AMP VISUAL TV decided to take things one step further by signing up to the United Nations' Global Compact, thereby agreeing to report on the initiatives and changes we're implementing to uphold the NGO's values each year.

With this in mind, we measured our CSR policy against the United Nation's 17 Sustainable Development Goals (SDGs): we identified five goals as priority areas, and established four as being important. We are now incorporating these nine areas into the work we're doing to contribute to the ambitious challenge set by the United Nations, helping to turn their vision into a reality.



SUSTAINABLE DEVELOPMENT GOALS



OUR CONTRIBUTION TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS

Priority goals

-  **3** Good Health and Well-being
-  **5** Gender Equality
-  **8** Decent Work and Economic Growth

-  **10** Reduced Inequalities
-  **12** Responsible Consumption and Production

Important goals

-  **1** No Poverty
-  **11** Sustainable Cities and Communities

-  **13** Climate Action
-  **17** Partnerships for the Goals

RESPONSIBLE ABOVE ALL ELSE

For the fourth year running, AMP VISUAL TV is looking back and reporting on its **sustainable development** initiatives, and continuing to ensure its processes are checked and audited by an independent third party.

Our drive to achieve eco-responsibility aims to contribute to the three pillars that lie at the heart of sustainable development – essential tools for building a prosperous environmental, social and societal future on a global scale, and one we very much want to be a part of.

To boost efficiency, AMP VISUAL TV has chosen to roll out targeted initiatives that could be directly incorporated as part of its contributions to the SDGs relevant to its line of business.





SOCIAL



- Social dialogue
- Health and safety
- Equal opportunities
- Training

ENVIRONMENTAL



- Energy consumption
- Recycling: a team effort
- Initiatives taken to reduce or offset carbon emissions

SOCIETAL



- Ensuring ethical business practices and upholding our values
- Subcontractors and suppliers: responsible procurement
- Regional impact and sponsorship/partnerships
- Innovation



SOCIAL

SOCIAL DIALOGUE

Maintaining social dialogue

Dialogue is maintained every day at AMP VISUAL TV thanks to our diverse, responsive internal communications. AMP VISUAL TV keeps its staff constantly updated on company news, drawing on new communication networks to do so (Facebook, Yammer, Twitter, Instagram, etc.), and using dynamic display solutions across many of our sites in the Paris region.

Since the start of 2017, the company has also had an in-house newsletter called AMP VISUAL TV NEWS. In each quarter, the magazine zooms in on an agency, site or department, uncovering the professionals behind AMP VISUAL TV and the work they do (technical, admin, international, hyper-technological, etc.) and sharing client testimonials. It is also used to share information about the group's current situation.

In 2019, we decided to take things a step further by injecting our expertise into social dialogue. Every first Wednesday of the month, we hold a live streamed event on an internal digital platform, called Master Pitch. These sessions aim to present and shed light on specific professions, departments, services and projects. At AMP VISUAL TV, social dialogue also translates into the many conversations we engage in with management bodies and the Economic and

Social Committee (CSE) set up within the UES (Union d'Economie Sociale) on 24 April 2019.

As this year was characterised by a tricky economic context, the high quality of our social dialogue has been essential in ensuring the company's survival.

In 2019, a total of six agreements were signed:

- Amendment no.3 to the memorandum of understanding concerning the establishing of a UES, signed on 25/01/2019 – UES extended to encompass STUDIOS DE FRANCE;
- Implementation and operation agreement for a Social and Economic Committee (CSE) signed on 25/01/2019;
- Pre-electoral UES memorandum of understanding signed on 13/02/2019;
- Collective Majority Agreement for a voluntary redundancy scheme on economic grounds signed on 26/09/2019;
- Collective Performance Agreement signed on 26/09/2019;
- Framework agreement in the context of the CAP 24 reshuffle concerning the Broadcast Services UES, signed on 04/07/2019.

KEY INDICATOR

WELL-BEING IN THE WORKPLACE:

Atlantic Média, Studios de France & Studios Paris Sud

Absence rates: 4,167 days in 2019 vs. 5,095 days in 2018

Atlantic Média

Absence rates: rose by 6.8% compared to 2018, exclusively within this legal entity. This is primarily due to an increase in the number of days of maternity/paternity leave taken.

SOCIAL MEDIA IN 2020:

-  Facebook : **5,865** vs. 5,461 fans in 2019
-  Instagram : **1,122** vs. 719 followers in 2019
-  Twitter : **2,458** vs. 2,307 followers in 2019
-  LinkedIn : **10,928** vs. 8,349 subscribers in 2019
-  Yammer : **299** employees registered on this internal network in 2020



CONTRIBUTION TO THE SDGS:



1



3



5



8



10

HEALTH AND SAFETY

Guaranteeing our employees' health and safety

Health, safety and working conditions are one of AMP VISUAL TV's key priorities. The aim is to safeguard staff health and offer inspiring working conditions that will help boost the overall long-term performance of the company.

We enhanced the efficiency of our Atlantic Media safety plan by giving it structure. The objectives of this process were essential and manifold:

- Reducing occupational hazards, accidents and illnesses and improving working conditions;
- Heightening our internal and external image as a responsible company and employer;
- Raising awareness about good safety practices among all managers and staff;
- Reducing direct costs linked to accident in the workplace contributions (payments made to CARSAT) and indirect costs linked to absenteeism and disruptions in business operations.

Over the course of this financial year and with assistance from the ACTIFORCES consultancy via AFDAS funding, the safety working group was able to set up a risk prevention process supported by both management and employee representatives.

The safety contacts meet once a month to discuss safety-related issues and brainstorm potential joint action plans.

These meetings began in October 2019 with a view to finalising our Risk Assessment Document.

2019 saw a 21.57% drop in accidents in the workplace across the board. There has also been a slight decrease in the number of accidents resulting in time off since 2017.



Because communication is key to prevention, we've introduced safety flash alerts for all employees. These alerts aim to raise employee awareness by providing them with tips and advice on staying safe.



KEY INDICATOR ACCIDENTS IN THE WORKPLACE

Atlantic Média

Frequency rate: 7.25 in 2019 vs. 7.43 in 2018.

Severity rate: 0.12 in 2019 vs. 0.27 in 2018.

Studios de France

Frequency rate: 23.87 in 2019 vs. 38.97 in 2018.

Severity rate: 3.60 in 2019 vs. 2.25 in 2018.

Studios Paris Sud

Frequency rate: 0 in 2019.

Severity rate: 0 in 2019.

KEY INDICATOR HEALTH AND SAFETY TRAINING

In 2019, 57 employees at Atlantic Media and Studios de France received safety training.

In addition, the total budget allocated to safety training for that same year was €12,332.

No Studios Paris Sud employees received training in this area.



CONTRIBUTION TO THE SDGS





EQUALITY IN THE WORKPLACE

Improving the experience for employees with disabilities

Implementing a disabilities plan

To help us with our planning, we were awarded funding from the AGEFIPH to finance advisory assistance from a consultancy specialising in disabilities: LB DEVELOPPEMENT. This service runs for 10 to 15 days and is fully funded by the AGEFIPH. It features two key stages:

- **The assessment stage:** evaluating documentation, HR indicators and practices, processes, and one-on-one interviews with a panel of pre-selected employees.
- **The action stage:** based on the audit's results, a concrete action plan to structure our disability policy was put forward.

The assessment stage was conducted in 2019, which meant we could move on to the second stage in 2019/2020, establishing an action plan for rolling out our disability policy across the group.

Implementing a recruitment plan in support of diversity

AMP VISUAL TV is continuing its commitment to improving employment and integration processes through its diversity and recruitment policies.

We are prioritising the recruitment of young employees under the age of 25 in order to maximise internal promotions, thereby allowing us to offer career development plans. One of the main ways we recruit is through our partnership with audiovisual schools, using work placement contracts that then often lead to full-time positions.

KEY INDICATOR

For ATLANTIC MEDIA, the total amount of AGEFIPH contributions dropped from €107,396 to €84,452 between 2018 and 2019.

The number of beneficiaries of the RQTH scheme (Reconnaissance de La Qualité de Travailleur Handicapé, employee with a disability status) rose from 8.09 s to 8.15 units.

For Studios de France, however, AGEFIPH contributions increased from €2,411 to €8,064.

KEY INDICATOR

Overall, ATLANTIC MEDIA hired fewer employees compared to previous years.

This decrease can be explained by the social context of 2019 within the company, and the freshly implemented PDV (voluntary redundancy plan).

4 new recruits on full-time contracts (vs. 15 in 2018).

Employees under the age of 25 account for 7% of all UES staff.



CONTRIBUTION TO THE SDGS





Upholding gender equality

On 1 January 2015, AMP VISUAL TV began implementing a policy to uphold gender equality via a gender equality in the workplace agreement signed on 17 October 2014. The agreement provides for:

- Equal pay between men and women in roles of equal value with the same skill-sets.
- Equality in the awarding of individual salary raises.
- Priority given to female candidates for open management positions when choosing from candidates with the same skill-sets.
- Continued positive discrimination to recruit more women in technical 'on-the-ground' roles.
- Facilitating employee participation in all company meetings by scheduling them at times that are easier to accommodate: between 10 am and 6 pm.

These principles, which are already well established within the company, must be renewed through a new collective agreement, which is on the agenda for meetings scheduled in 2020/2021.

In our technical units, where work often requires travel during the week and at weekends, we noticed that women who join the companies in this sector are quick to request moves to more sedentary positions with fixed working hours.

This trend of more men occupying these positions is stable. In the long term, the male/female ratio appears stable and unlikely to balance out.

AMP VISUAL TV is committed to upholding a groupwide non-discrimination and diversity-friendly policy, notably via initiatives that foster gender equality in the workplace, such as the nomination of three sexual harassment representatives.

In 2019, the Group achieved a gender equality in the workplace index of 89 points out of 100. It should be noted that this index is calculated for the 'Broadcast Services' UES unit taken as a whole, and is based on five indicators.



Pay gaps
39/40



Rate of promotion gaps
15/15



Pay rise gaps
20/20



Pay rises following maternity leave
15/15



Underrepresentation among highest earners
0/10

KEY INDICATOR PAY

Official minimum salaries for full-time staff were increased by 1.6% in March 2019.

The difficult circumstances we experienced in 2019 did not allow for any further pay rises.

KEY INDICATOR CHANGES IN FEMALE STAFF RATES

Between 2018 and 2019, the percentage of women working in the UES units jumped by 2 points, rising from 20% to around 22%.

Compared to the extra-financial performance declaration's data on file for the previous year, the number of women working in the UES is slowly but surely rising.



CONTRIBUTION TO THE SDGS



5



SOCIAL

TRAINING

Enhancing employee skill-sets and boosting the company's appeal

Professional training is a learning process through which employees are able to acquire the knowledge and expertise they need to do their jobs. Developing talent and skills therefore requires training. Furthermore, AMP VISUAL TV's line of business is dependent on a mastery of highly specialised knowledge. By setting up our in-house Master School, our employees are given the tools they need to thrive, while our appeal as a group is maintained. We have pinpointed 12 in-house coaches capable of training up our other employees.



IN 2019 ACROSS THE UES

212 employees took part in at least one course

5,501 hours of training were provided

KEY TRAINING PROGRAMMES IN 2019

Convergence IT 2020 project: IP standards and networks

98 employees trained

13 intra-company training sessions

Investment: **€34,450 excl. tax** for teaching costs and **€4,500 excl. tax** for teaching materials (PCs/IT specifically for training purposes)

Projet English Programs / CPF

49 individual training plans were initiated

5,490 hours were mapped out for an average of **112** hours per employee

Investment: **€71,580** funded via contributions paid into the CPF system (€33,376) through AFDAS

KEY INDICATOR

Atlantic Media

2019 training budget (voluntary training plan payment made to AFDAS): €98,709 for a total budget of €92,795 free of handling fees.

Amount funded for the training plan: €93,462

(vs. €44,987 in 2018)

The company was also granted €63,334 via the CPF funding scheme.

All indicators (spending on training, number of participants trained, etc.) are up by over 100% between 2018 and 2019.

Studios de France

2019 training budget (voluntary training plan payment made to AFDAS): €16,672 for a total budget of €15,671 free of handling fees.

Amount funded for the training plan: €2,459

The company was also granted €2,238 via the CPF funding scheme.

Studios Paris Sud

In 2019, €325 in training was funded through payments made to AFDAS for one member of staff to be trained (Convergence IT 2020 project via IIFA).



CONTRIBUTION TO THE SDGS



10



IN-HOUSE TRAINING IN 2019



18 PROGRAMMES CONFIRMED

VIDEO

VSM, SONY MVS mixer, RFA

AUDIO

MT 128, EVS, BOLERO STANDALONE

HF

Extender 5, HF operating basics, RF measurements, antenna tracking and GPS, HEVC HF, Antennae

POST-PROD

Introduction to Avid Media Composer and Avid Interplay editing and workflow

MISC.

Powerpoint, sophrology classes

16 sessions

33 employees trained

159 hours of training signed off





ENERGY CONSUMPTION

Managing and monitoring our consumption levels

Number of ink cartridges delivered: 97 in 2019 vs. 105 in 2018. Our consumption levels are consistently dropping.

INK

In 2019/2020, 847,079 pages were printed. In 2018/2019, we recorded 2,702 prints per employee vs. 2,386 in 2019/2020: a decrease of 11 %. This figure has been consistently decreasing since 2017/2018.

PAPER

At Atlantic Media, the amount of fuel used for non-technical vehicles dropped by 25%, and by 10% for its technical vehicles. This decrease can be explained by the fact that we had fewer filming projects booked very far away from our vehicle sites.

FUEL



ELECTRICITY

The overall electricity consumption levels for 2019/2020 were recorded at 6,022,596 KWH vs. 7,175,292 KWH in 2018/2019. In-studio electricity consumption also dropped from 6,165,477 KWH in 2018/2019 to 5,237,319 KWH. This 16.5% fall can be explained by the fact that we have reduced our number of studio sets in relation to previous years.

GAS

Total gas consumption for 2019/2020 was logged at 431,941 KWH. This drop in consumption can be explained by the fact that we changed buildings last year.

WATER

No significant changes in water consumption since 2017.

CONTRIBUTION TO THE SDGs

RECYCLING: A TEAM EFFORT

Getting involved in waste recycling

Recycling the waste generated by our filming work is a core part of our environmental policy.

Our line of business requires us to use a large amount of batteries. In order to reduce our waste, we give our employees the opportunity to reuse them at home.

However, batteries that need to be discarded are recycled by Corepile, a company we've been working with since 2005. We halved the quantity of batteries (in kg) they collected from us between 2017 and 2018.

This decrease can be explained by the fact that the last collection took place in early 2019. We now have the figures for the total quantity of batteries collected in 2019 as a whole, which show the same quantities as previous years. No collection took place in the first quarter of 2020.

With respect to other types of waste, our sites in Gennevilliers, La Plaine-Saint-Denis, Olonne-Sur-Mer, Metz and Lyon are all serviced by 'mixed waste' rubbish collection. Once the waste has been collected, it is then sorted and recycled by our supplier. In Olonne-sur-Mer, the quantity of waste collected decreased by 30 m³. The reason for this is that we filmed less in that particular region.

However, based on the new statistics we now have available to us, we can see that Studios de France alone generates 9 tonnes less waste than Atlantic Media.

Finally, because the equipment we use in our business is primarily metallic, we decided to recycle this waste through the metal-recycling company SOREVO. The quantity of metals recycled is linked to the ageing of our equipment.



In January 2020, AMP VISUAL TV decided to provide all its employees with a reusable mug in a bid to reduce the use of plastic cups.

In February 2020, we set up a water fountain at our Les Sables d'Olonne site to avoid the purchase of plastic bottles. These initiatives are a first step towards ultimately ridding the group of all disposable plastic items.



KEY INDICATOR BATTERIES

Corepile	2017	2018	2019
Quantity collected (in kg)	1,442	693	1,467

KEY INDICATOR WASTE

Waste (in m ³ or T)	2017	2018	2019
Les Sables d'Olonne	121.125 m ³	131 m ³	105.5m ³
Gennevilliers	25 T	10 T	52.310 T
Studio 107	-	18.39 T	
Other buildings in Ile de France	-	-	
Lyon	4.020 T	5.705 T	2.960 T
Metz	116 T	2.880 T	2.880 T
Toulouse	-	-	-
STUDIOS DE FRANCE	-	-	46.510 T

KEY INDICATOR METALS

Metals (in kg)	2018/2019	2019/2020
Plated metal	780	0
Copper – plastic cable (any type)	800	810
Metal offcuts	700	460
Scrap	380	900
Mixed metal scrap	1.711	640
TOTAL	4.371	2.810



CONTRIBUTION TO THE SDGs

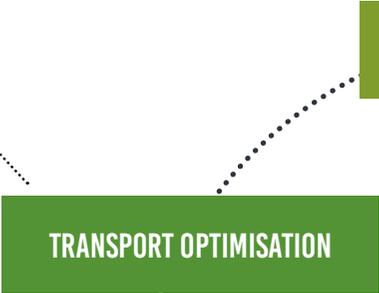




INITIATIVES FOR REDUCING/OFFSETTING CARBON EMISSIONS

ENVIRONMENTAL

- Systematic use of motorbike trailers
- Paying for public transport passes
- Requiring production teams to use car-sharing
- Opting for hotels close to filming sites
- Standardisation of the technologies (for filming programmes) used in OB trucks, meaning they can be swapped around and shared for different projects, thus avoiding unnecessary travel and GHG emissions.



Remote Production is a major step towards digitalising audiovisual production. It offers both financial and environmental gains, in the sense that this method of production incurs less travel, and consequently allows for improved control over GHG emissions during filming. Clients are increasingly requesting Remote Production.



Following our eco-driving training campaign, we launched an internal car-sharing platform with a view to creating solutions to 2019's public transport strikes. We decided to keep this platform running to help optimise transport for our employees.

The HF department has two all-electric BMW scooters for filming sports events. We have adapted our equipment to allow us to hire this type of scooter around the world, which means we are in a position to systematically offer our clients this type of service.

The HF department has six transportable kits for motorbikes that allow us to provide services abroad. We are the only company in the world that doesn't have to ship out our own motorbikes to film in different countries. The kits can be disassembled, meaning that crews can transport all the equipment they need, before reassembling it on motorbikes hired on-site.

For the first time since 2017, the number of vehicles we own that meet the euro 6 standard has fallen, but we are continuing our work to renew our fleet of vehicles. On 31/03/2020, we had less passenger vehicles on our books than before, which explains the decrease seen over the course of this year.



CONTRIBUTION TO THE SDGs



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13



SETS BASED AT AN INDUSTRIAL PARK THAT SUPPORTS SUSTAINABLE DEVELOPMENT

73% of the AMP VISUAL TV group's sets are located in the Parc des Portes de Paris, an industrial park owned and managed by ICADE that was once used to store food and coal. In recognition of the site's industrial past, ICADE decided to turn this park into **“a business district that embodies a smart, sustainable city”**.

AMP VISUAL TV supports this vision by choosing to locate its sets in this park. Our group runs its studios within an ISO 14001-certified setting that focuses on four major points outlined in the user charter:

Getting around: prioritising public transport, setting up an electric river taxi, bike sheds, charging points for electric vehicles, etc.

Living/working: improving usage quality by fostering comfort and local services, and creating mixed-use sector-specific and business spaces.

Producing/consuming: creating a zero-waste, positive-energy industrial park.

Creating/socialising: eco-grazing, sports centre, co-working spaces, nurturing diversity, improving quality of life and working conditions, and so on.

ICADE has been incorporating specific criteria into the agreements it signs with its green space service providers since 2016. This green management process saw the Parc des Portes de Paris awarded the ÉcoJardin label. For evidence of their commitment, look no further than the image to the left: the green spaces around our sets are kept neat and tidy by sheep!

The Parc des Portes de Paris is also home to one of France's largest urban farms. Spanning 1,000 m², 'Farmhouse Aubervilliers' grows vegetables in vertical plots and via aquaponics.



CONTRIBUTION TO THE SDGS





GUARANTEEING ETHICAL BUSINESS PRACTICES AND UPHOLDING OUR VALUES

Joining organisations with values that reflect who we are...



Through its Global Compact, the United Nations hopes to spark a worldwide movement in which companies and stakeholders work to build a sustainable future.

ATLANTIC MEDIA signed up to the UN's Global Compact in 2019, and will be releasing its very first Communication On Progress in 2020.



The ECOPROD collective developed its ECOPROD Charter for Audiovisual Companies in a bid to encourage the sector's signatory companies to engage in continuous improvement in their awareness, thought processes and implementation, supported and helped along by the collective's tools and services.

ATLANTIC MEDIA has signed up to this charter.



The Fédération des Industries du Cinéma, de l'Audiovisuel et du Multimédia is a union-management organisation that brings together around 150 companies with audio and visual technical expertise. The FICAM represents, promotes and defends international and national interests in the 'artistic technical industries'. AMP VISUAL TV is represented on the federation's executive committee.



The Observatoire de la Transformation Audiovisuelle (OTA) is the leading think tank in the field of defining and understanding changes and developments in the audiovisual industry.



CONTRIBUTION TO THE SDGS



...and, above all, helping to promote these values.



SEPTEMBER 2019

AMP VISUAL TV
helped develop the
FICAM's CSR charter



JANUARY 2020

AMP VISUAL TV was a guest speaker at
the film set trade fair to discuss
eco-responsibility



NOVEMBER 2019

We dedicated an entire
Master Pitch
to CSR



MARCH 2020

We took part in the first round-
table talk on eco-production,
chaired by the OTA and
bringing together major names
in the audiovisual sector





SUBCONTRACTORS AND SUPPLIERS: RESPONSIBLE PROCUREMENT

As part of the process we are implementing to structure our CSR policy, we wanted to share our responsible procurement charter with our buyers.

RESPONSIBLE PROCUREMENT CHARTER

We undertake to:

- Foster compliance with applicable social regulations
- Reduce our business' environmental impact and develop innovative, low-impact services and procedures
- Monitor regional responsibility
- Uphold ethical behaviours shared by the procurement team
- Remain open to dialogue with our stakeholders
- Involve suppliers and partners in rolling out our CSR strategy

By signing up to the principles of this charter, AMP VISUAL TV's suppliers and subcontractors commit to supporting AMP VISUAL TV in implementing its CSR strategy.

We have been continually monitoring our subcontractors since 2017/2018 via the e-attestations.com platform, and will continue to do so.





REGIONAL IMPACT

AMP VISUAL TV prioritises local suppliers or local branches of French companies. Consequently, most of its 'non-audiovisual services' suppliers are companies based in the Vendée département of France.

Over the course of this year, the number of Vendée-based suppliers has jumped from 43 to 49. At Studios de France and Studios Paris Sud, no significant changes were noted in the number of Vendée-based suppliers used.

KEY INDICATOR REGIONAL IMPACT

		2017 /2018	2018 /2019	2019 /2020
Number of supplier companies based in Vendée	Atlantic Media	40	43	49
	Studios Paris Sud	/	4	3
	Studios de France	/	6	6

SPONSORSHIP/PARTNERSHIPS

AMP VISUAL TV is highly involved in local sporting events, as well as some national events. As a result, the group sponsors around a dozen sports and social events organised near its sites.

For the year 2019/2020, AMP VISUAL TV had 16 partnership agreements in place.

KEY INDICATOR SPONSORSHIP/PARTNERSHIPS

		2017 /2018	2018 /2019	2019 /2020
Number of sponsorships/partnerships	Atlantic Media	10	16	16
	Studios Paris Sud	/	1	1



INNOVATION

As ardent enthusiasts of all things technological, the AMP VISUAL TV teams are world-renowned for their innovation-led approach, **continuously working with state-of-the-art equipment and the most groundbreaking tools available.**

Over the past fifteen years, these innovations have shifted beyond the merely technical, and have extended to encompass audiences' changing habits. The digital revolution has ushered in an endless stream of features that require radical changes in production models.

These new aspects are forcing all companies to overhaul their production methods, and AMP VISUAL TV has made it a priority to continue leading the way in this field.

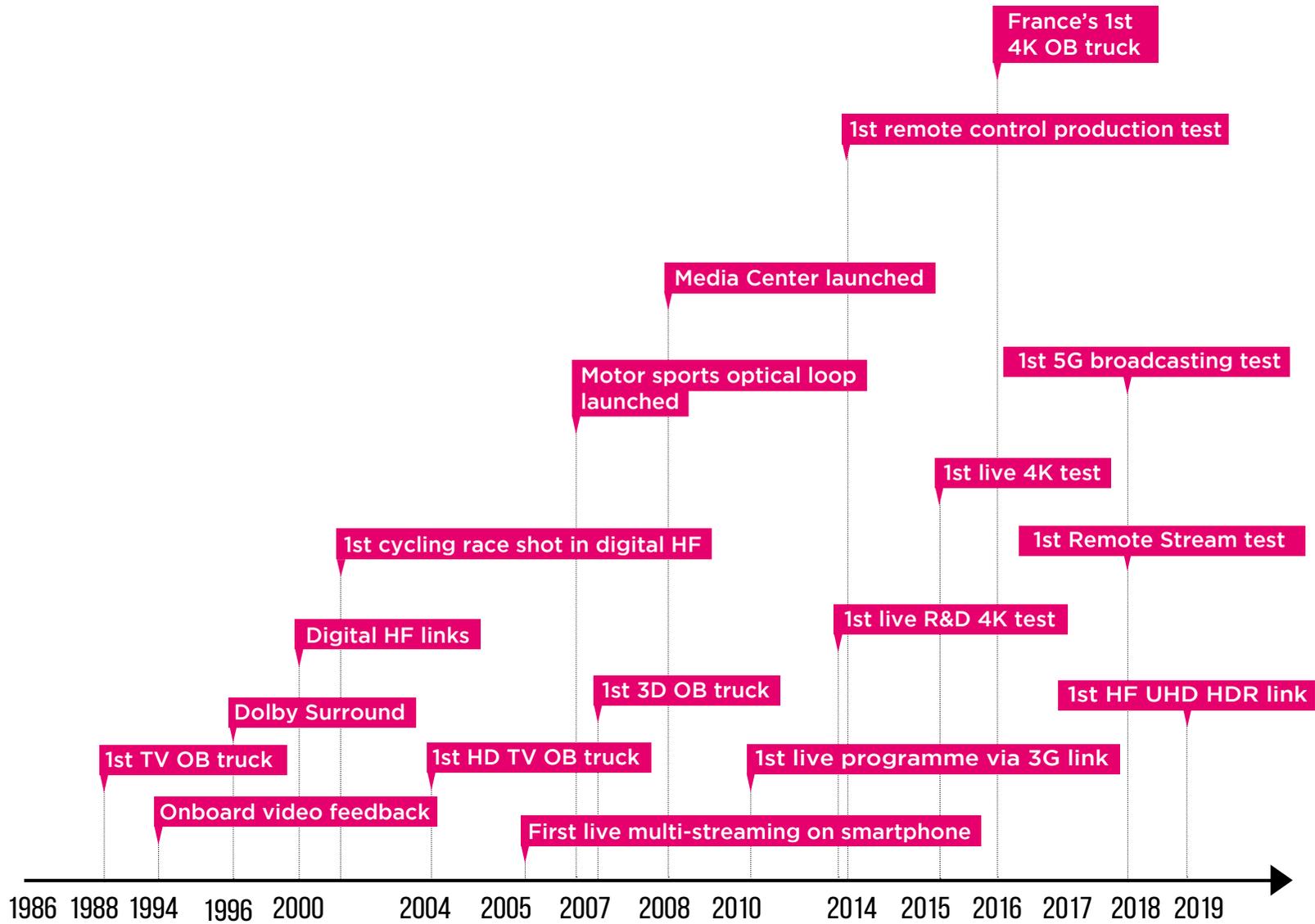
Technology, processes, management: all aspects of our business are impacted by these changes.

Its in our DNA.



CONTRIBUTION TO THE SDGS





OUR WORKING METHODS

Introduction

In accordance with the new provisions of Article L 225-102-1 of the French Code of Commerce, the AMP VISUAL TV® group, and particularly its holding company AMP INVESTISSEMENT, details its extra-financial performance in its 2019-2020 management report. The veracity of the information it contains has been certified by an independent third party, Groupe Y.

This note aims to outline the reporting methods used by AMP VISUAL TV when drafting its extra-financial performance declaration. It specifies how the processes used to collect, validate and consolidate the indicators were organised, what the responsibilities across the various levels of the process were, and provides definitions that may be useful to understanding the data provided.

Reporting period

The period covered by this extra-financial performance declaration is the last financial year, i.e. 1 April 2019 to 31 March 2020. Social data, however, pertains to the period from 1 January to 31 January 2019.

Scope

The scope for which the extra-financial information contained in the management report is provided must necessarily align with the scope of the group's financial

consolidation.

For this financial year, we chose to prioritise France in our report by focusing on the legal entities that belong to our UES. As a result, this declaration covers data for the Atlantic Média, Studios de France, and Studios Paris Sud companies, the capital links of which are illustrated below. These companies account for an average of 97.48% of consolidated permanent members of staff. This increase in rate is linked to the decrease in staff numbers seen over this past year.

However, we are implementing an integration process for forthcoming years.

Past results

In order to compare annual results, previous reported data, where available, covers the current year and previous year, with their respective working methods applying.

Data collection

Data is collected directly from contributors in the business units or from the departments in question (Technical Department, French Operations Department, Human Resources Department, etc.) by the General Secretary.

In terms of timelines, indicators are generated in the third quarter of the year, with associated commentaries then written up.

Social indicators: social data is collected using a centralised process by the Human Resources Department. HR data is established using the same definitions and calculation basis as those used for Atlantic Média's social audit and those of the UES Broadcast Services' BDES.

Environmental indicators: environmental data is collected by the General Secretary from the following sources: Excel tracking files, electricity consumption reports, waste management slips, etc.

Societal indicators: societal data is collected by the General Secretary from the following sources: Excel tracking files, invoices, etc.

N.B.: those indicators that are not relevant to our activities, such as countering food waste and food poverty, or animal welfare, have been deliberately disregarded.

DPEF 2019-2020 coverage rate

The overall coverage rate of our extra-financial performance declaration is 88.19%, broken down as follows:

Social (workforce covered by the scope): 99.83%

Societal: 100%

Environmental: 94.09%

2020/2021 goals

We will pursue our efforts to achieve our 2019/2020 goals, with the emphasis on environmental and societal objectives.

In order to tackle the COVID-19 global health crisis that broke out in early 2020, France introduced lockdown measures to stop the virus from spreading.

This had an impact on business for AMP VISUAL TV, and the group was forced to furlough some of its workforce over the lockdown period.

The pandemic's impact on AMP VISUAL TV is not yet fully quantifiable at the time of writing this extra-financial performance declaration.

However, AMP VISUAL TV is monitoring its exposure to the pandemic attentively, notably the health crisis' impact on protecting its employees, the environment and its economic and financial situation.

Reviewing our 2019/2020 goals

Our CSR objectives for 2019/2020 focused on the following five priorities:

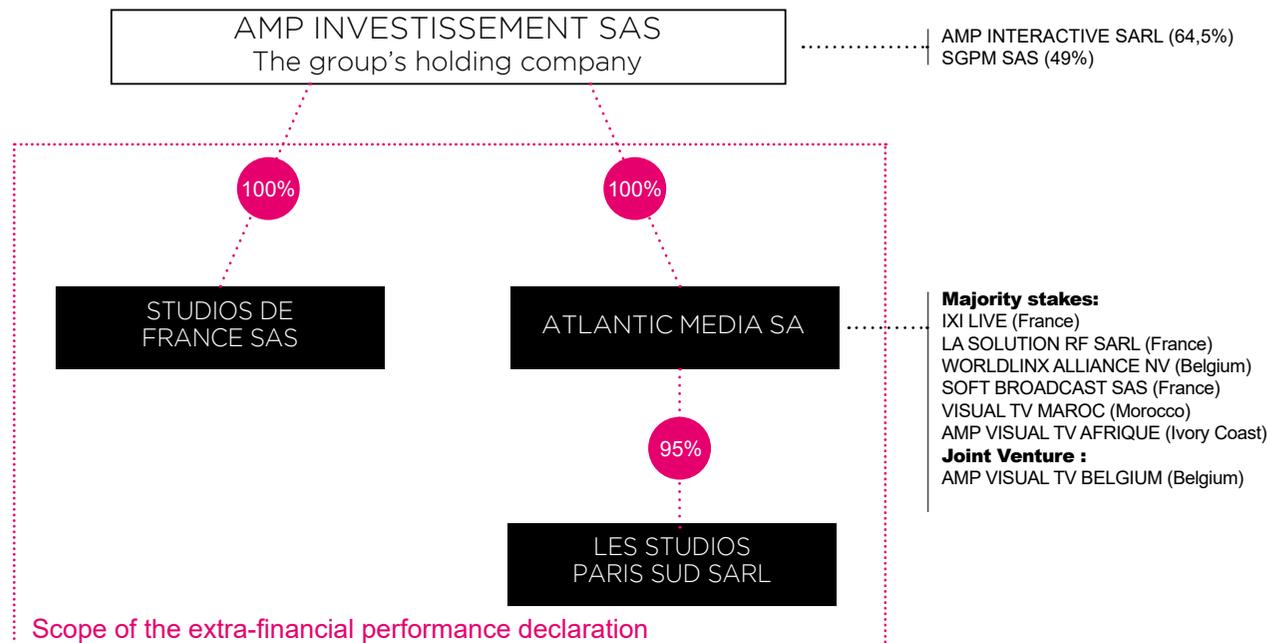
- Consolidating our CSR policy in the long term 
- Taking action to foster gender equality in the workplace 
- Heightening efforts to reduce our carbon footprint 
- Upholding our commitments to the environment and responsible procurement 
- Fostering in-house expertise 



Pending



Goal reached, but efforts continue



CERTIFIED TRUE AND ACCURATE BY AN INDEPENDENT THIRD PARTY



NIORT
53 rue des Marais
CS 18421
79024 NIORT Cedex
Tél. : 05 49 32 49 01
www.groupey.fr

AMP INVESTISSEMENT

Rapport de l'organisme tiers indépendant (OTI) relatif à la vérification des informations sociales, environnementales et sociétales figurant dans le rapport de gestion

Exercice clos le 31 Mars 2020

Aux actionnaires,

En notre qualité d'organisme tiers indépendant, accrédité par le COFRAC sous le numéro 3-1103 (dont la portée est disponible sur le site www.cofrac.fr), nous vous présentons notre rapport sur la déclaration de performance extra-financière relative à l'exercice clos le 31/03/2020 (ci-après la « Déclaration »), présentée dans le rapport de gestion en application des dispositions légales et réglementaires des articles L. 225-102-1, R. 225-105 et R. 225-105-1 du code de commerce.

Responsabilité de l'entité

Il appartient au Conseil d'administration d'établir une Déclaration conforme aux dispositions légales et réglementaires, incluant une présentation du modèle d'affaires, une description des principaux risques extra-financiers, une présentation des politiques appliquées au regard de ces risques ainsi que les résultats de ces politiques, incluant des indicateurs clés de performance. La Déclaration a été établie en appliquant les procédures de l'entité. (ci-après le « Référentiel ») dont les éléments significatifs sont présentés dans la Déclaration.

Indépendance et contrôle qualité

Notre indépendance est définie par les textes réglementaires, le code de déontologie de la profession inséré dans le décret du 30 mars 2012 relatif à l'exercice de l'activité d'expertise comptable et prend en compte les dispositions prévues à l'article L. 822-11-3 du code de commerce. Par ailleurs, nous avons mis en place un système de contrôle qualité qui comprend des politiques et des procédures documentées visant à assurer le respect des règles déontologiques, des normes professionnelles et des textes légaux et réglementaires applicables.

GROUPE Y AUDIT
Société d'Expertise Comptable en de Commissariat aux Comptes
Inscrite au tableau de l'Ordre de la Région Poitou-Charentes-Vendée – Membre de la Compagnie Régionale de Poitiers
Membre indépendant du réseau Nexia International – Membre de l'Association Technique A.T.H.

SAS au capital de 37 000 €
Siège social : 53 rue des Marais – CS 18421 – 79024 NIORT Cedex – Tél. : 05 49 32 49 01
RC NIORT 8 377 540 363 – APE 69202 – TVA : FR 02 377 530 563

FONTEVAIE-LE-COMTE – FUTUROSCOPE – LA ROCHE-SUR-YON – LUÇON – NANTES – NIORT – PARIS



Responsabilité de l'organisme tiers indépendant

Il nous appartient, sur la base de nos travaux, de formuler un avis motivé exprimant une conclusion d'assurance modérée sur :

- la conformité de la Déclaration aux dispositions prévues à l'article R. 225-105 du code de commerce ;
- la sincérité des informations fournies en application du 3° du I et du II de l'article R. 225-105 du code de commerce, à savoir les résultats des politiques, incluant des indicateurs clés de performance, et les actions, relatifs aux principaux risques, ci-après les « Informations ».

Il ne nous appartient pas en revanche de nous prononcer sur :

- le respect par l'entité des autres dispositions légales et réglementaires applicables, notamment, en matière de plan de vigilance et de lutte contre la corruption et l'évasion fiscale ;
- la conformité des produits et services aux réglementations applicables.

Nature et étendue des travaux

Nos travaux décrits ci-après ont été effectués conformément aux dispositions des articles A. 225-1 et suivants du code de commerce déterminant les modalités dans lesquelles l'organisme tiers indépendant conduit sa mission et selon la doctrine professionnelle de la Compagnie nationale des commissaires aux comptes relative à cette intervention.

Nous avons mené des travaux nous permettant d'apprécier la conformité de la Déclaration aux dispositions réglementaires et la sincérité des Informations :

- nous avons pris connaissance de l'activité de l'ensemble des entreprises incluses dans le périmètre de consolidation, de l'exposé des principaux risques sociaux et environnementaux liés à cette activité, et, le cas échéant, de ses effets quant au respect des droits de l'homme et à la lutte contre la corruption et l'évasion fiscale ainsi que des politiques qui en découlent et de leurs résultats ;
- nous avons apprécié le caractère approprié du Référentiel au regard de sa pertinence, son exhaustivité, sa fiabilité, sa neutralité et son caractère compréhensible, en prenant en considération, le cas échéant, les bonnes pratiques du secteur ;
- nous avons vérifié que la Déclaration couvre chaque catégorie d'information prévue au III de l'article L. 225-102-1 en matière sociale et environnementale ;
- nous avons vérifié que la Déclaration présente le modèle d'affaires et les principaux risques liés à l'activité de l'ensemble des entités incluses dans le périmètre de consolidation, y compris, lorsque cela s'avère pertinent et proportionné, les risques créés par ses relations d'affaires, ses produits ou ses services ainsi que les politiques, les actions et les résultats, incluant des indicateurs clés de performance ;
- nous avons vérifié, lorsqu'elles sont pertinentes au regard des principaux risques ou des politiques présentés, que la Déclaration présente les informations prévues au II de l'article R. 225-105 ;
- nous avons apprécié le processus de sélection et de validation des principaux risques ;
- nous nous sommes enquis de l'existence de procédures de contrôle interne et de gestion des risques mises en place par l'entité ;

AMP INVESTISSEMENT
Exercice clos le 31 Mars 2020
Version 1 – Imprimée le 04/08/2020

- nous avons apprécié la cohérence des résultats et des indicateurs clés de performance retenus au regard des principaux risques et politiques présentés ;
- nous avons vérifié que la Déclaration comprend une explication claire et motivée des raisons justifiant l'absence de politique concernant un ou plusieurs de ces risques ;
- nous avons vérifié que la Déclaration couvre le périmètre consolidé, à savoir l'ensemble des entreprises incluses dans le périmètre de consolidation conformément à l'article L. 233-16 avec les limites précisées dans la Déclaration ;
- nous avons apprécié le processus de collecte mis en place par l'entité visant à l'exhaustivité et à la sincérité des Informations ;
- nous avons mis en œuvre pour les indicateurs clés de performance et les autres résultats quantitatifs que nous avons considérés les plus importants¹ :

- des procédures analytiques consistant à vérifier la correcte consolidation des données collectées ainsi que la cohérence de leurs évolutions ;
- des tests de détail sur la base de sondages, consistant à vérifier la correcte application des définitions et procédures et à rapprocher les données des pièces justificatives. Ces travaux ont été menés au niveau des entités Atlantic Media SA, Studio de France SAS, Studios Paris Sud SARL et couvrent entre 94,1% et 100% des données sélectionnées des indicateurs clés de performance et résultats sélectionnés pour ces tests ;

- nous avons consulté les sources documentaires et mené des entretiens pour corroborer les informations qualitatives (actions et résultats) que nous avons considérées les plus importantes ;
- nous avons apprécié la cohérence d'ensemble de la Déclaration par rapport à notre connaissance de l'ensemble des entités incluses dans le périmètre de consolidation ;

Nous estimons que les travaux que nous avons menés en exerçant notre jugement professionnel nous permettent de formuler une conclusion d'assurance modérée ; une assurance de niveau supérieur aurait nécessité des travaux de vérification plus étendus.

¹ **Informations sociales :** Santé et sécurité : « les conditions de santé et de sécurité au travail » via les taux de fréquence & taux de gravité. Formation « le nombre total d'heures de formation ». Organisation de travail : « l'absentéisme » via le nombre total de jours d'absences. Egalité de traitement : « les mesures prises en faveur de l'égalité entre les femmes et les hommes » via la part des femmes dans les effectifs ; « les mesures prises en faveur de l'emploi et de l'insertion des personnes handicapées » via le nombre de bénéficiaires RQTH.

Informations environnementales : Economie circulaire « les mesures de prévention, de recyclage, de réutilisation, d'autres formes de valorisation et d'élimination des déchets » via le poids et volumes des déchets triés. Utilisation durable des ressources : « la consommation d'énergie, les mesures prises pour améliorer l'efficacité énergétique et le recours aux énergies renouvelables » via la consommation énergétique électrique. Utilisation durable des ressources : « la consommation de matières premières et les mesures prises pour améliorer l'efficacité dans leur utilisation » via le nombre d'impressions de l'année sur le nombre d'employés enregistré.

Informations sociales : Engagements sociétaux en faveur du développement durable : « l'impact de l'activité de la société en matière d'emploi et de développement local » via le nombre de fournisseurs Vendéens référencés ; « les actions de partenariat ou de mécénat » via le nombre de partenariats & mécénats.

Moyens et ressources

Nos travaux ont mobilisé les compétences de 3 personnes et se sont déroulés sur le mois de juillet 2020 sur une durée totale d'intervention d'environ 2 semaines.

Nous avons fait appel, pour nous assister dans la réalisation de nos travaux, à nos spécialistes en matière de développement durable et de responsabilité sociale.

Nous avons réalisé dix entretiens avec les personnes responsables de la préparation de la Déclaration auprès des directions en charge des processus de collecte des informations et, le cas échéant, responsables des procédures de contrôle interne et de gestion des risques.

Conclusion

Sur la base de nos travaux, nous n'avons pas relevé d'anomalie significative de nature à remettre en cause le fait que la déclaration de performance extra-financière est conforme aux dispositions réglementaires applicables et que les Informations, prises dans leur ensemble, sont présentées, de manière sincère, conformément au Référentiel.

Commentaires

Sans remettre en cause la conclusion exprimée ci-dessus et conformément aux dispositions de l'article A. 225-3 du code de commerce, nous formulons le commentaire suivant :

- Nous attirons votre attention sur la nécessité de renforcer à la fois la fiabilité des canaux de collecte des indicateurs clés de performance, mais aussi la traçabilité des données chiffrées des exercices précédents au travers des fiches indicateurs et des tableaux de suivi de la DPEF, aux fins d'assurer une cohérence et une comparabilité de ces indicateurs clés de performance.

Fait à Niort, le 04 Août 2020

L'ORGANISME TIERS INDEPENDANT

GROUPE Y Audit



Arnaud MOYON

Associé Département Développement Durable

