

## SUPPORTING LOCAL INVESTMENT AND EXPORTS

# SOCIAL AND ENVIRONMENTAL RESPONSIBILITY - KEY FACTS



## SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

SFIL was set up in 2013 by the French State to provide financing for investments by the French local public sector:

- Investments in *schools and nurseries*
- Investments in *local public transport*
- Investments by *public healthcare facilities*
- Investments in other *local public infrastructure*

*Focus on social development*

Education, affordable housing and the protection of the environment represent key areas of French local government spending:

### *French local government spending 2015 (EUR billion)*

Environment protection	19.2
Housing and community amenities	18.0
Health	1.8
Recreation and culture	23.3
Education	36.7
Social protection	47.2
<i>Total local government spending</i>	<i>249.2</i>

(source: Eurostat)

SFIL works closely with La Banque Postale as commercial partner for the origination of local government and public hospital loans. With a *market share between 20% and 25%* in local public sector, the setup is the *leading finance provider in France for local public sector investments including investments in education and public healthcare*.

In 2015, the French State entrusted SFIL with a second public policy mission to set up a refinancing platform for French export loans. The activity is limited to export loans benefiting from a French State guarantee and compliant with *OECD guidelines on environmental and social standards*. Export loans refinanced by SFIL are subject to a *social and environmental due diligence* by BPI France Assurances Export. For sensitive projects, the social and environmental impact analysis is publicly available on the website of BPI France Assurances Export.

*Refinancing platform at the service of exporters*

## ENVIRONMENTAL COMMITMENT

SFIL is committed to expanding its environmental policy and to reducing its CO2 emissions and overall ecological impact through a growing number of measures. The *Sustainable Development Committee*, established in 2015 and dedicated to this goal, has put together a number of measures with an objective to extend them over the coming years.

*Sustainable Development Committee*

In 2015, the company headquarters moved to a *High Environmental Quality* certified building. A 100% renewable energy contract was put in place to cover electricity consumption on both work sites of the company (Paris region and Lyon), with additional movement detectors and LED lighting installed in Paris.

*Energy performance*

In the beginning of 2016, SFIL has implemented a recycling program in its offices, for plastic bottles, aluminum cans, coffee capsules, and paper and plastic cups, with significant results. Additionally, toner cartridges and used batteries continue to be fully recycled.

### Waste reduction

Paper recycling and overall reduction at source is another important goal for SFIL, with a variety of measures in place including reduction-oriented printer settings, use of 100% recycled paper ecolabel ISO 14001 and paper recycling containers made available throughout the office buildings. Additionally, a paperless policy has been put into place for a growing number of committees, whereby digital tablets are made available to prevent excessive printing.

SFIL is committed to reducing CO<sup>2</sup> emission linked to transportation. SFIL reimburses *65% of the cost of public transport* passes to employees. More than *two thirds of the employees* of SFIL take advantage of this option. In addition, electric bicycles are available free of charge for employees and charging stations for electric cars are available at the company car park. Employees have the option to partly work from home if a number of conditions are met.

### Transportation

## COMMITMENT TO DIVERSITY

SFIL's code of ethics prohibits any form of discrimination based on gender, age, ethnic origin or political opinion. In 2016, SFIL joined the '*Allodiscrim*' mechanism to prevent discrimination, inequality and harassment with the help of an external organization of attorneys offering free and anonymous advice to employees.

### Non-discrimination and community involvement

Regular awareness raising activities with respect to employees with disabilities take place. A partnership agreement with the non-profit organization '*TREMLIN*' (<http://www.tremplin83.fr/>) aims to facilitate the integration of disabled graduates into the company. In addition, SFIL is member of '*Club Etre*' (<https://clubetre.com/>) and '*HANDECO PAS-à-PAS*' (<http://pasapas.handeco.org/>) with the aim of developing the employment of disabled and mentally retarded people. A partnership agreement with *CABAT - the center for assistance to injured army members* - aims to help injured soldiers to reintegrate into civilian professional life.

SFIL also supports the project '*l'Envol*' of La Banque Postale that supports the education of 150 talented young people coming from a modest social background. In addition, SFIL has signed a sponsoring agreement with '*Collège de France*' with the aim to provide support to high school students from less-favored regions of France.

19% of management positions are currently held by female employees. Human resources has fixed clear objectives with respect to *gender equality* over the next five years.

### Gender equality

## HR MANAGEMENT

SFIL is committed to promoting employees career management and training. *The agreement on management of jobs, skills and career*

### Career management

*paths* ('*Accord relatif à la gestion des emplois, des compétences et des parcours professionnels – GEPP*') was signed in 2016. The agreement allows employees to adapt their skills to their career thanks to regular and lifelong training measures. SFIL encourages mobility by employees and gives priority to internal recruitments. An internal framework for career management including regular career counseling interviews with the HR partner has been put in place to provide orientation for employees.

Agreements have been signed with *CDC, MAIF and La Banque Postale* to facilitate the mobility of employees between SFIL and these entities. In addition, all employees of SFIL have access to the French *paid training leave mechanism* ('*Congé Individuel de Formation*') and to an *individual skills assessment* ('*Bilan Professionnel*') that gives employees the opportunity to re-orient their careers.

*Expenditures for training measures have increased by more than a third* between 2014 and 2016 from EUR 367,000 to EUR 493,000. In 2016, all employees have participated in training measures. Training hours per employee have increased over the same period from 16.3 in 2014 to 23.2 in 2016

An *intergenerational agreement* ('*Accord Génération*') has been signed in 2015 with the aim to facilitate the integration of young people and seniors into the company and to promote life-long learning and training tailored to senior employees.

All employees of SFIL are covered by a complementary health insurance scheme. Details of the scheme are part of the *agreement on health care expenses* ('*Accord Frais de Santé*') signed in 2016. The Committee for *Health, Safety and Working Conditions* (*CHSCT*) is in charge of the implementation of the company policy on health and safety at work. Not a single work related accident occurred in 2016.

#### *Health and stress related issues*

Various measures are in place to reduce stress at work and to prevent psychosocial risks for employees including awareness raising measures and training measures to manage stress related issues. A *psychological hotline* is available free of charge and on a totally confidential basis to all employees 24 hours a day provided by a specialized service provider (<http://www.eleas.fr/>).

Within the HR department a specialist dedicated to *stress related issues* (Réfèrent Risques Humains & Médiation) is at the disposal of employees. His role is to receive employees in need of support, to provide advice and to direct them if necessary to outside professionals that can provide assistance. He is a member of the *National Association of Mediators* (*Association Nationale des Médiateurs*, <http://www.anm-mediation.com/index.php/fr>) and subject strict rules on independence, neutrality and confidentiality.

A detailed anonymous survey conducted in 2017 and open to all employees included a detailed analysis of stress related issues and work life balance. An *agreement on teleworking* ('*Accord télétravail*') has been signed in 2016 to offer the possibility to employees to work from home.

*Tickers*


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*Investor relations*


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