

# 5

## SOCIAL INDICATORS

<b>5.1.</b>	Employment	32
<b>5.2.</b>	Organization of Work	36
<b>5.3.</b>	Social Relations	38
<b>5.4.</b>	Occupational Health and Safety	40
<b>5.5.</b>	Training	42
<b>5.6.</b>	Diversity and Equal Opportunities	44
<b>5.7.</b>	Promotion of and Compliance with the Fundamental Principles of the ILO	47

The abbreviations or acronyms used under the title of the indicators are provided in detail on page 3 of this Handbook. The report on social data was drawn-up in accordance with Articles L.233-3 and L.225-102-1 of the French Commercial Code (Article 225 of Law No. 2010-788 of July 12, 2010 establishing a National Commitment regarding the Environment, known as the Grenelle II law).

In the tables below, unless otherwise indicated, the heading "Corporate" refers to the headquarters in Paris and the New York office. The heading "Headquarters" refers to the corporate headquarters in Paris. The heading "Vivendi Village" refers to Vivendi Ticketing (Digitick and See Tickets), Wengo (Wengo Group, Juritravail, Devispresto and Wengo Participações) and Watchever. In accordance with the Reporting

Protocol for environmental, social and societal data of the Vivendi group companies, the new entities added to the reporting scope during the year appear only in the tables relating to the headcount. For 2014, this refers to Studio Bagel, Canal+ Congo, Mediacall (Mauritius), Mediaserv (Guadeloupe), Tandem (Studiocanal Germany) and Red (Studiocanal United Kingdom) for the Canal+ Group. In 2013, these were: Canal+ Burkina Faso, Studiocanal Australia/New Zealand for the Canal+ Group and Devispresto and Wengo Participações for Vivendi Village.

In addition, in 2014, Infoconcert, Satori Billetterie and Zepass merged with Digitick, a pre-existing company of the Vivendi group.

## 5.1. Employment

### 5.1.1. Headcount by Activity

As of December 31, 2014, the group employed a total workforce of 33,558 compared with 32,007 as of December 31, 2013. The growth in 2014 (an increase of 4.8%) results from the combined effect of the worldwide acquisitions by Canal+ Congo:Mediacall (Mauritius), Studiocanal: Tandem (Germany), Studiocanal: Red Production Company (United Kingdom) and, in France, of Mediaserv (Guadeloupe) and Studio Bagel by the Canal+ Group, as well as the continuing development of GVT in Brazil.

Headcount as of December 31, 2014



GRI	UNGC	OECD	
G4-10	-	V	
		<b>2014</b>	<b>2013</b>
C+G		7,033	6,017
UMG		7,592	7,649
Vivendi Village		748	726
Corporate		198	228
<b>Sub-total</b>		<b>15,571</b>	<b>14,620</b>
GVT		17,987	17,387
<b>Total</b>		<b>33,558</b>	<b>32,007</b>

### 5.1.2. Breakdown of Employees by Gender, Age and Geographic Region

#### Breakdown of Employees by Gender

In 2014, the employee breakdown by gender in the Vivendi group remained stable compared with 2013.

Headcount by Gender (%)



GRI	UNGC	OECD		
G4-10, G4-LA12	1, 6	V		
			2014	
			Women	Men
			2013	
			Women	Men
C+G	50%	50%	50%	50%
UMG	47%	53%	46%	54%
Vivendi Village	44%	56%	44%	56%
Corporate	57%	43%	56%	44%
<b>Sub-total</b>	<b>48%</b>	<b>52%</b>	<b>48%</b>	<b>52%</b>
GVT	38%	62%	38%	62%
<b>Total</b>	<b>43%</b>	<b>57%</b>	<b>43%</b>	<b>57%</b>

## Headcount by Age

### Headcount by age (%)



GRI	UNGC	OECD
G4-10, G4-LA12	1, 6	V

	2014					2013				
	Under 25	25-34	35-44	45-54	55 and over	Under 25	25-34	35-44	45-54	55 and over
C+G	8%	40%	34%	15%	3%	7%	38%	36%	16%	3%
UMG	6%	31%	32%	23%	8%	6%	31%	33%	23%	7%
Vivendi Village	13%	56%	24%	6%	1%	11%	58%	23%	7%	1%
Corporate	2%	15%	27%	33%	23%	3%	14%	29%	32%	22%
<b>Sub-total</b>	<b>7%</b>	<b>36%</b>	<b>32%</b>	<b>19%</b>	<b>6%</b>	<b>6%</b>	<b>35%</b>	<b>34%</b>	<b>19%</b>	<b>6%</b>
GVT	20%	49%	24%	6%	1%	20%	50%	23%	6%	1%
<b>Total</b>	<b>14%</b>	<b>43%</b>	<b>28%</b>	<b>12%</b>	<b>3%</b>	<b>14%</b>	<b>43%</b>	<b>28%</b>	<b>12%</b>	<b>3%</b>

### Average age (years)



GRI	PM	OCDE
G4-10, G4-LA12	1, 6	IV, V.1e

	2014	2013
	C+G	36.1
UMG	39.3	38.9
Vivendi Village	32.6	32.8
Corporate	46.4	45.1
<b>Subtotal</b>	<b>37.6</b>	<b>38.0</b>
GVT	31.5	31.2
<b>Total</b>	<b>34.4</b>	<b>34.3</b>

### Average seniority



GRI	PM	OCDE
G4-LA1	6	V

	2014	2013
	C+G	7.6
UMG	8.6	8.7
Vivendi Village	3.4	3.4
Corporate	15.2	14.2
<b>Subtotal</b>	<b>8.0</b>	<b>8.4</b>
GVT	2.5	2.2
<b>Total</b>	<b>5.0</b>	<b>5.0</b>

Average seniority at Vivendi remains stable. The relatively high ratio of turnover at GVT can be explained by the moderate level of seniority compared to the activities in the group.

## Headcount by Geographic Region

The table below shows the group's headcount by geographic region as of December 31, 2014. The heading "France" covers the workforce of companies in mainland France and its overseas departments and territories.

### Headcount by Geographic Region



GRI	UNGC	OECD
G4-10	-	V

	2014	2013
	<b>Consolidated data</b>	<b>33,558</b>
of which GVT	17,987	17,387

### Europe (excluding France)

4,753 (14%)

### Africa

937 (3%)

### Asia-Pacific

1,388 (4%)

### France

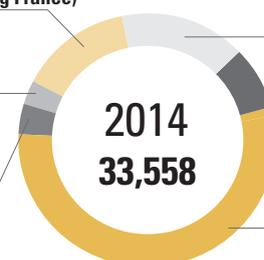
5,409 (16%)

### North America

2,725 (8%)

### South and Central America

18,346 (55%)  
of which GVT: 17,987









**Average Weekly Duration of Working Time for Full-Time Employees\***

The duration of working time for full-time employees is defined as the working hours most widespread within the company.

**Average Weekly Duration of Working Time for Full-Time Employees (hours)**



GRI	UNGC	OECD
-	-	V

	2014	2013
<b>Consolidated data</b>	<b>39.1</b>	39.0

\* This data includes GVT.

This figure represents the average weighted working hours per week within the group for full-time employees. Working time varies according to country and company and varies between 35 hours, the legal working week in France and the overseas departments and territories and 48 hours in some South American countries. The median duration within the group is 40 hours. Overall, between 2013 and 2014, weekly working hours remained stable.

**Average Yearly Duration, Full-Time Employees\***

**Average Yearly Duration, Full-Time Employees (hours)**



GRI	UNGC	OECD
-	-	V

	2014	2013
<b>Consolidated data</b>	<b>1,805</b>	1,816

\* This data includes GVT.

The table above shows the average weighted annual time worked by employees.

**Overtime**

**Overtime**



GRI	UNGC	OECD
-	-	V

Consolidated data	2014	2013
France	26,505	29,302
International	4,111,250	4,108,454

The use of overtime is closely related to the local culture, the specific needs of each company and the evolution of local legislation. For all of these reasons, a considerable variation is experienced from one year to the next. GVT accounted for 94.1% of the overtime hours in Vivendi's international units in 2014, and 92.3% in 2013.

**Methods of Work Organization**

Work organization practices have remained stable both in terms of length of time worked and proportion of employees working part-time. Changes in the organization of work are driven by the need to reconcile the demands of Vivendi's customers and the seasonal nature of business activities, as well as the necessary balance between the personal and professional lives of employees. New working arrangements, such as telecommuting and flexible working hours, are becoming more widespread within the group.

- A telecommuting agreement signed by three representative trade unions in the Canal+ Group facilitates the organization of work for employees, by allowing them to work regularly from home. The agreement is in force for the period 2012 to 2014.
- Universal Music Group encourages telecommuting and flexible working hours. This policy does not necessarily require signing collective agreements, given the diversity of regulations in the numerous countries where UMG is present.
- Depending on their specific needs, which are often related to customer service, a number of the group's companies use varied working time arrangements such as being on call and staggered working hours. This is the case, for example, for the call centers of ITI Neovision in Poland (Canal+ Group) and also for the production of television broadcasts or shows at UMG and for ticketing operations, so as to adapt to special events (festivals, shows and sports events) that are the main focus of their business. In 2014, a flex-time agreement was signed at Digitick.

### 5.2.2. Absenteeism within the Group

#### Absenteeism by Reason\*

Absenteeism is defined as working days not worked, excluding paid leave, training courses, trade union absences, exceptional and standard leave and days of reduction in working time. Contract suspensions are not counted in the table below. However, all cases of sick leave, including long-term disability leave, have been included.

Days of absence are broken down by reason: illness, family reasons and workplace accidents (including commuting accidents in countries where this concept is recognized).

The category of "absence for other reasons" recognizes reasons reflecting cultural differences and differences in local regulations within the group. In particular, it covers absences for personal reasons, unpaid vacation and unpaid leave, redundancies or unauthorized absence (whether paid or unpaid), absence due to a child's illness or a family event (excluding maternity, paternity and adoption leave), and absences for examinations, bereavements, and unjustified absences.

#### Absenteeism by Reason (average days per employee)



GRI	UNGC	OECD
G4-LA6	-	V

Consolidated data	2014	2013
Absences for illness	4.46	4.31
Absences for family reasons	2.23	2.06
Absences for accidents	0.32	0.29
Absences for other reasons	(a) 3.32	(a) 2.50

\* This data includes GVT.

(a) Excluding GVT (specific reasons related to local regulations governing work organization), the group's rate of absenteeism for "other reasons" is 0.74 in 2014 and 0.40 in 2013.

Calculation method: the absenteeism rate is equal to the number of days of absence divided by the average annual number of employees for the year.

## 5.3. Social Relations

### 5.3.1. Organization of Social Dialog

Social dialog takes place at all levels of the group. The Corporate Works Committee and the European Social Dialog Committee (ESDC) enable broad-ranging information and discussions on economic strategy and the main policy objectives of Vivendi's human resources policy (see Section 3.1.2 of Chapter 2 of Annual Report 2014).

Within the subsidiaries, dialog and social discussion are organized in line with the employment laws and regulations for each country, according to guidelines given to the human resources policy of each business unit.

In France, under the June 14, 2013 Employment Security Act, the Canal+ Group and Universal Music France set up Economic and Social Databases (ESDB) to make information available that would enable contributions to be made to social dialog related to the company's strategic guidelines and their effect on business activity, employment, changing trends in terms of jobs and skills, work organization and similar.

In 2015, this process will continue in all the group's companies.

### 5.3.2. Collective Bargaining Agreements

In 2014, 17 agreements or supplemental agreements were signed or renewed. Among those agreements, the following can be cited as representing ongoing social dialog within the group's different business units: the agreement on gender equality in the Canal+ Group, and the Digitick flex-time agreement.

With its new agreement on employing disabled workers in effect since January 1, 2014, and the signing on February 7, 2014 of its new agreement on gender equality, the Canal+ Group is moving ahead with its commitments to diversity and equal opportunity within the company.

The topics of gender equality and flex-time are raised every year by Universal Music France in its mandatory annual negotiations.

To take into account the nature of its operations as a provider of services linked to special events such as festivals, shows, sports events and similar, in complying with the wishes of its employees, Digiticks has indicated a desire to amend its current flexible work hours agreement in order to give employees more freedom in managing their work hours and their rest periods by means of, among other things, a time savings account, thus responding to a wish expressed by its employees.

Agreements on medical costs and insurance were also signed by Universal Music France and Vivendi to guarantee social protection and protection of the interests of its employees in a context of new legal restrictions.

Collective Bargaining Agreements Signed in France

Collective Bargaining Agreements Signed or Renewed



GRI	UNGC	OECD		
G4-11	3	V.8		
			<b>2014</b>	<b>2013</b>
C+G		<b>10</b>		14
UMG		<b>2</b>		2
Vivendi Village		<b>1</b>		1
Headquarters		<b>4</b>		4
<b>Total</b>		<b>17</b>		<b>21</b>

The scope selected for this table (France) is the area for which the group has comprehensive collective bargaining reporting. In numerous countries abroad, the notion of a collective bargaining agreement does not correspond to the definition in France. Agreements and supplemental agreements are counted in this table; those signed in an SEU (Social and Economic Unit) are counted only once.

Formal collective labor agreements and breakdown by theme



GRI	UNGC	OECD		
G4-11, G4-LA8	3	V.8, V.4.c		
			<b>2014</b>	<b>2013</b>
Compensation		<b>65%</b>		43%
Social dialogue		<b>6%</b>		5%
Health and safety		<b>17%</b>		14%
Restructuring		-		-
Other themes		<b>12%</b>		38%

Agreements and amendments to prior agreements concerning remuneration were still numerous in 2014. This category includes: mandatory or optional annual remuneration negotiations, various profit sharing programs (Canal+ Guadeloupe, Canal+ Overseas, etc.) and the implementation of a supplementary retirement program (UES Canal+). The category "other themes" includes, among others, an agreement on the implementation of a time saving account and on professional equality (UES Canal+) as well as an agreement on the organization of working time (Digitick).

Number of employee representatives



GRI	UNGC	OECD		
G4-LA11	-	V.1.b		
			<b>2014</b>	<b>2013</b>
<b>Consolidated data</b>		<b>240</b>		244

Included in this indicator are business units in France (on the European continent and overseas) as well as those Canal+ international subsidiaries organized on the French judicial model.



A number of initiatives were taken in 2014 in the area of workplace safety:

- new hires at the Canal+ Group's ITI Neovision Call Centers are trained as soon as they are hired; in all, 45% of the Canal+ Group's workforce in Poland has been trained. In Vietnam, the Canal+ Group has organized a safety training course for 12% of its employees;
- at UMG Australia, some employees have been trained in how to read the screens of the security cameras installed at their workplace; and
- at Vivendi's New York office, 100% of the employers are trained at least once during the year.

Various training courses are offered in the group every year to make managers and employees aware of the risks related to their activities and the applicable procedures to follow.

#### Number of Committees Dedicated to Monitoring Health and Safety

Vivendi has established various committees and organizations involving professionals and staff representatives. They are dedicated to studying Occupational Health and Safety issues, in strict compliance with local legislation in each country in which the group is present. This indicator shows the number of such committees.

#### Number of Health and Safety Committees

GRI	UNGC	OECD
G4-LA5	-	II.A.4, V.4.c, VI.7

	2014	2013
C+G	17	12
UMG	28	25
Vivendi Village	5	5
Corporate	1	1
<b>Sub-total</b>	<b>51</b>	<b>43</b>
GVT	435	275
<b>Total</b>	<b>486</b>	<b>318</b>

The increase in the number of Occupational Health and Safety Committees is predominantly due to continued efforts to comply with the regulations now in force in Brazil, which require that such committees be established in all operating units with more than 50 employees. In Brazil, 160 new committees were therefore created at GVT.

In addition, in 2014, five new committees were created in the Canal+ Group's subsidiaries: (i) one at Canal+ Congo, (ii) one at Mediacall and (iii) three at Mediaserv. In addition, a new committee was created at UMG in the Netherlands and two at UMG in Brazil.

#### 5.4.2. Collective Agreements on Occupational Health, Safety and Working Conditions

##### In France

#### Collective Agreements on Health and Safety in France

GRI	UNGC	OECD
G4-LA8	3	V.4.c

	2014	2013
C+G	-	-
UMG	2	2
Vivendi Village	-	1
Headquarters	1	-
<b>Total</b>	<b>3</b>	<b>3</b>

For this indicator, a supplemental agreement signed is counted as one agreement.

#### 5.4.3. Workplace Accidents and Occupational Illnesses

#### Frequency Rate of Workplace Accidents (with Work Days Lost)

Historically speaking, at Vivendi, the rate of workplace accidents remains moderate. In 2014, the frequency of workplace accidents (with work days lost) fell noticeably. Fluctuations are mainly attributable to the increase in telephone infrastructure employees at GVT, where the business lines are more exposed to risks.

It should be noted that a slight difference in absolute data in the smaller structures can lead to a significant variation in relative values.

#### Frequency Rate of Workplace Accidents (with Work Days Lost)

GRI	UNGC	OECD
G4-LA6	1	V

	2014	2013
C+G	3.25	3.50
UMG	0.66	0.81
Vivendi Village	0.90	1.02
Corporate	-	-
<b>Sub-total</b>	<b>1.80</b>	<b>1.91</b>
GVT	3.57	4.63
<b>Total</b>	<b>2.76</b>	<b>3.35</b>

Calculation method: 
$$\frac{\text{Number of workplace accidents resulting in lost work time} \times 1,000,000}{\text{Average annual headcount} \times \text{annual hours worked}}$$

### Severity Rate of Workplace Accidents (with Work Days Lost)

In 2014 the severity rate of workplace accidents (with lost work time) in the group was slightly up.

Similarly to the previous indicator, a slight difference in absolute data in the smaller structures can lead to a significant variation in relative values.

### Severity Rate of Workplace Accidents (with Work Days Lost) 2014

GRI	UNGC	OECD	
G4-LA6	1	V	
			<b>2014</b>
C+G		<b>0.12</b>	0.11
UMG		<b>0.07</b>	0.05
Vivendi Village		<b>0.02</b>	-
Corporate		-	-
<b>Sub-total</b>		<b>0.09</b>	<b>0.07</b>
GVT		<b>0.18</b>	0.14
<b>Total</b>		<b>0.14</b>	<b>0.11</b>

Calculation method: 
$$\frac{\text{Number of days lost due to workplace accidents} \times 1,000}{\text{Average annual headcount} \times \text{annual hours worked}}$$

### Occupational Illnesses\*

In France, occupational illnesses are those officially reported and recognized by the French Social Security scheme. In other countries, occupational illnesses are defined in accordance with local laws or, if no such local laws exist, by the International Labor Organization (ILO)<sup>(1)</sup>. On the whole, the group's businesses have little exposure to occupational illnesses.

### Occupational Illnesses 2014

GRI	UNGC	OECD	
G4-LA6	1	V	
			<b>2014</b>
<b>Consolidated data</b>		<b>(a) 30</b>	<b>(a) 19</b>

\* This data includes GVT.

(a) Brazilian legislation gives a broad interpretation of this concept, which explains almost this entire figure in 2014 and the entire figure in 2013. Moreover, a change in the reporting of occupational illnesses was made between 2013 and 2014.

## 5.5. Training

### 5.5.1. Training Policies of the Business Units

Each of the group's major subsidiaries implements a vocational training policy suited to the requirements of its businesses and the rapid changes experienced by them, making skills development a major component of its HR policy.

- Canal+ Group gives priority to collective initiatives to meet business challenges as quickly and as efficiently as possible.

Its training teams have developed a new program, EXPERT+, to strengthen the business segment expertise of employees through specific models (such as "Media and Digital Marketing," "From Belief to Measurement," and "From Analysis to Recommendation").

Special emphasis has also been placed on digital through three inter-company themes:

- sharing a minimum knowledge base (including familiarity with the players, the new digital economic models and the revolution in uses),
- putting new tools into practice (such as web analytics), and
- supporting business transformation (including written and oral versatility in the Call Centers and working with trendsetters).

Training tools have been developed for managers. These are aimed at helping every employee to develop his or her skills so that they can attain their highest potential.

- At UMG, training methods are often individualized in such a way that the bulk of training is done gradually and in work situations. This means that substantial numbers of training hours are not recorded. Therefore, an assessment of the number of hours of training does not reflect the reality of the training efforts actually undertaken by the music companies. In 2014, training sessions were introduced on, among other topics, competition and monopolies (UMG China), intensive English (UMG Poland), marketing trends reflected in the social media, big data and visual technology (UMG South Korea). In addition, a dedicated international training team was established.
- At GVT, training is done on-site or remotely, using a modular approach and e-learning methods. It has three focuses: training in the skills needed in the different business lines, perfecting skills, and personal growth programs.

(1) For a complete list of these diseases see the ILO website.

## 5.5.2. Total Number of Training Hours

### Total Number of Training Hours

GRI	UNGC	OECD		
G4-LA9	6	II.A.4		
			2014	2013
C+G			67,021	85,779
UMG			30,188	39,398
Vivendi Village			5,598	4,059
Corporate			842	1,134
<b>Sub-total</b>			<b>103,649</b>	<b>130,370</b>
GVT			1,375,611	1,359,952
<b>Total</b>			<b>1,479,260</b>	<b>1,490,322</b>

In 2014, the number of training hours received by the employees remained stable, confirming the importance attached to training by the group's companies. This increased investment in human capital is especially noticeable at the Canal+ Group and GVT, where all the employees enjoy exceptional training opportunities.

### Total Number of Employees Who Have Received Training

The table below shows the number of employees who took at least one training course in the year. If an employee took more than one training course, he/she is only counted once.

### Number of Employees Who Have Received Training

GRI	UNGC	OECD		
G4-LA9, G4-LA10	6	II.A.4		
			2014	2013
C+G			4,465	3,814
UMG			3,533	4,765
Vivendi Village			232	204
Corporate			50	59
<b>Sub-total</b>			<b>8,280</b>	<b>8,842</b>
GVT			21,152	21,266
<b>Total</b>			<b>29,432</b>	<b>30,108</b>

The high percentage of employees trained at least once in the year underscores Vivendi's commitment to developing skills and employability.

### Hours of Training per Employee Trained

### Hours of Training per Employee Trained

GRI	UNGC	OECD		
G4-LA9	6	II.A.4		
			2014	2013
C+G			15.0	22.5
UMG			8.5	8.3
Vivendi Village			24.1	19.9
Corporate			16.8	19.2
<b>Sub-total</b>			<b>12.5</b>	<b>14.7</b>
GVT			65.0	63.9
<b>Total</b>			<b>50.3</b>	<b>49.5</b>

Because of the Vivendi group's ongoing focus on training, the average number of training hours per employee remains high. The training indicators are substantially up due to GVT.

### Breakdown by finality of training (%)

GRI	UNGC	OECD				
G4-LA9, G4-LA10	6	II.A.4 & 8				
			2014		2013	
			Training to do present job better	Skills development	Training to do present job better	Skills development
C+G			73.4%	26.6%	77.6%	22.4%
UMG			82.7%	17.3%	88.2%	11.8%
Vivendi Village			95.1%	4.9%	95.2%	4.8%
Corporate			29.0%	71.0%	21.7%	78.3%
<b>Sub-total</b>			<b>76.9%</b>	<b>23.1%</b>	<b>82.2%</b>	<b>17.8%</b>
GVT			92.7%	7.3%	93.2%	6.8%
<b>Total</b>			<b>90.5%</b>	<b>9.5%</b>	<b>91.8%</b>	<b>8.2%</b>

Corporate training programs are broken down into two major categories. The first covers training to improve work station output. The objective of this type of training is to adapt the professional competencies of staff members to the occupied position. The second type of training concerns acquiring additional professional capacities in preparation for professional evolution in or outside of the company.



## 5.6.2. Employment and Integration of Disabled Workers

### Workers with Disabilities in France

#### Workers with Disabilities



GRI	UNGC	OECD		
G4-LA12	1, 6	IV, V.1.e		
			2014	2013
C+G			90	72
UMG			10	9
Vivendi Village			5	4
Headquarters			-	-
<b>Total</b>			<b>105</b>	<b>85</b>

In 2014, the number of workers with disabilities rose by 24% in Vivendi's business units in France. This increase was due to the commitments made by the Canal+ Group under its agreement.

#### Employment and Integration of Workers with Disabilities

The definition of a "worker with disabilities" used in this indicator is the one defined by national legislation or, failing this, by Convention 159 of the International Labor Organization (ILO): "any individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment".

- As part of its corporate social responsibility, the Canal+ Group has been committed to a sustainable policy of hiring employees with disabilities for several years. By implementing a series of agreements on the hiring of employees with disabilities and with an awareness policy on this topic under the CanalHandi+ banner, co-workers are reminded of the group's commitments in this area to recruit, integrate and retain disabled workers in jobs, as well as its participation in training disabled youth through internships or work/study programs.

The disability agreement currently in force was signed for a three-year period (from 2013 to 2015) by all the trade unions represented in the group, thus enhancing the commitments already made in previous years, such as:

- hiring 20 workers with a disability between 2013 and 2015, and a "discovery" policy for identifying young graduates with a disability through internships and work/study programs;

- participating in recruitment forums and maintaining specific partnerships such as *Handicafé*, *Forum Adapt*, *Osons!* and *Tremplin*;
- increasing business with the sheltered sector through increased communication starting from the Purchasing department and involving all employees;
- assisting a significant number of employees to report their disability, with the help of a social worker for administrative support;
- empowering disabled employees and keeping them on the payroll through various forms of assistance that have been reassessed:
  - authorized absences compensated (as part of procedures for recognition of disabled worker status, for medical care or a sick disabled child),
  - disability Universal Employment Service Checks (*Chèques Emploi Service Universel* – CESU) mainly funded by the company,
  - participation in funding assistance associated with disabled workers within the company;
- numerous communication initiatives carried out, in particular during National Disabled Employment Week. In 2014, programs were held to raise awareness of disability, featuring several topics such as "invisible" disabilities;
- information and awareness campaigns on the Intranet, and a disability referral agent network created among employees;
- disability awareness and training sessions held for employees and managers; and
- HR staff and managers trained in hiring disabled workers.

- UMG: in Germany a "Disabled Employee Officer" is in charge of handling the needs of disabled workers.
- Digitick works closely with the association *Accompagner la Réalisation des Projets d'Études de Jeunes Élèves et Étudiants Handicapés* (ARPEJEH) as concrete evidence of its commitment to an active policy promoting the employment of disabled young people, of equal opportunity, and diversity.

The integration of people with disabilities and non-discrimination are principles respected within every company in the group. In the recruitment process, the companies ensure equal treatment for applications and maintain strict respect for the individual. At the same time, the companies have developed specific training programs for employees and managers in order to raise awareness of disabilities.



## 5.7. Promotion of and Compliance with the Fundamental Principles of the ILO

As a signatory of the United Nations Global Compact, Vivendi agrees to comply with the fundamental principles of the ILO. In the area of labor law, these commitments require compliance with the four fundamental principles of the ILO: freedom of association and recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, combating child labor, and eliminating discrimination in the area of employment and profession. Two of these four principles (freedom of association and combating discrimination) are of particular relevance to Vivendi.

### 5.7.1. Respect for Freedom of Association and the Right to Collective Bargaining

With its social partners, Vivendi promotes social dialog and consultation at all levels (see Section 5.3 of this chapter). All employees based in France and in its overseas departments and territories are covered by collective bargaining agreements. The same is true worldwide, for 93% of corporate-level employees, 60% of Canal+ Group's employees and 100% of GVT's employees.

### 5.7.2. Eliminating Discrimination in Employment

Vivendi has affirmed its commitment to diversity in recruitment and combating discrimination in employment. The group's Compliance Program calls for active prevention of all forms of discrimination based on selection criteria such as gender, age, lifestyle, ethnic identity, nationality, disability, or religious, political or trade union opinions and commitments. These commitments are applied in practice through policies relating to gender (see Section 5.6.1 of this chapter), diversity and non-discrimination (see Section 5.6.3 of this chapter), and in the employment and job placement policies for workers with a disability (see Section 5.6.2 of this chapter).

### 5.7.3. Abolition of Forced or Compulsory Labor and Child Labor

The Vivendi group complies with the ILO conventions and bans all forms of forced labor. Child labor is strictly prohibited in the group. In certain specific cases, such as filmmaking or music recordings, where minors may be required to make a contribution, all regulatory requirements are strictly complied with (see Chapter 2 Sections 1 and/or 2 of Annual Report 2014).