

Social Indicators

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The abbreviations or acronyms in the following tables are detailed on page 3. 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 corporate headquarters in Paris as well as the New York office. The heading "Headquarters" refers to the corporate headquarters in Paris. The heading "Vivendi Village" refers to L'Olympia, MyBestPro (Devispresto, Juritravail and MyBestPro Group), Radionomy (TargetSpot France, TargetSpot United States, Winamp SA Belgium), Théâtre de l'Œuvre, Vivendi Ticketing (Digitick and See Tickets) and Watchever

(France and Germany). In accordance with the Vivendi group companies Reporting Protocol for environmental, social and societal data at the Vivendi Group companies, any new entities added to the scope of reporting during the year appear only in the tables relating to the headcount. For 2015, this refers to Canal+ Benin, Canal+ Haiti, Canal+ Mali, Flab (Flab Presse and Flab Prod), Studiocanal China, Studio+, Terra Communications Inc., Thema, and Vivendi Content for Canal+ Group; Radionomy and Théâtre de l'Œuvre for Vivendi Village and Dailymotion. For the purposes of the 2014 data, this refers to Studio Bagel, Canal+ Congo, Mediacall (Mauritius), Mediaserv (Guadeloupe), Tandem (Studiocanal Germany) and Red (Studiocanal United Kingdom) for Canal+ Group.

5.1. Employment

5.1.1. HEADCOUNT BY ACTIVITY

As of December 31, 2015, the group employed a total of 16,395 employees compared to 15,571 as of December 31, 2014. The growth in 2015 (an increase of 5.3%) mainly results from the expansion of Canal+ Group, in particular, internationally, with Canal+ Benin, Canal+ Haiti, Canal+ Mali, Terra Communications (Canada), and Studiocanal China, but also in France, with Flab (Flab Presse and Flab Prod), Thema, Studio+ and Vivendi Content. The acquisition of Dailymotion, a company present in France, Germany, Singapore, the United Kingdom, and the United States, and also Théâtre de l'Œuvre and Radionomy, a company present in Belgium, France and the United States also contributed to the increase in the headcount.

| HEADCOUNT AS OF DECEMBER 31, 2015 | | | |
|-----------------------------------|------|---------------|---------------|
| GRI | UNGC | OECD | |
| G4-10 | - | V | |
| | | | |
| | | 2015 | 2014 |
| UMG | | 7,575 | 7,592 |
| C+G | | 7,611 | 7,033 |
| of which SECP | | 754 | 815 |
| Vivendi Village | | 770 | 748 |
| Dailymotion | | 230 | - |
| Corporate | | 209 | 198 |
| Total | | 16,395 | 15,571 |

5.1.2. BREAKDOWN OF EMPLOYEES BY GENDER, AGE AND GEOGRAPHIC REGION

Breakdown of Employees by Gender

In 2015, the employee breakdown by gender in the Vivendi group remained stable overall compared with 2014.

| HEADCOUNT BY GENDER (%) | | | | |
|-------------------------|-------------|------------|-------------|------------|
| GRI | UNGC | | OECD | |
| G4-10, G4-LA12 | 1, 6 | | V | |
| | | | | |
| | 2015 | | 2014 | |
| | Women | Men | Women | Men |
| UMG | 47% | 53% | 47% | 53% |
| C+G | 49% | 51% | 50% | 50% |
| of which SECP | 32% | 68% | 33% | 67% |
| Vivendi Village | 47% | 53% | 44% | 56% |
| Dailymotion | 23% | 77% | - | - |
| Corporate | 57% | 43% | 57% | 43% |
| Total | 48% | 52% | 48% | 52% |

Headcount by Age

| HEADCOUNT BY AGE (%) | | |
|----------------------|------|------|
| GRI | UNGC | OECD |
| G4-10, G4-LA12 | 1, 6 | V |



| | 2015 | | | | | 2014 | | | | |
|-----------------|-----------|------------|------------|------------|-------------|-----------|------------|------------|------------|-------------|
| | Under 25 | 25-34 | 35-44 | 45-54 | 55 and over | Under 25 | 25-34 | 35-44 | 45-54 | 55 and over |
| UMG | 6% | 32% | 30% | 24% | 8% | 6% | 31% | 32% | 23% | 8% |
| C+G | 8% | 40% | 33% | 15% | 4% | 8% | 40% | 34% | 15% | 3% |
| of which SECP | 7% | 19% | 32% | 32% | 10% | 7% | 19% | 36% | 30% | 8% |
| Vivendi Village | 12% | 50% | 27% | 8% | 3% | 13% | 56% | 24% | 6% | 1% |
| Dailymotion | 9% | 65% | 24% | 2% | 0% | - | - | - | - | - |
| Corporate | 2% | 15% | 24% | 35% | 24% | 2% | 15% | 27% | 33% | 23% |
| Total | 7% | 37% | 31% | 19% | 6% | 7% | 36% | 32% | 19% | 6% |

| AVERAGE AGE (IN YEARS) | | |
|------------------------|------|-----------|
| GRI | UNGC | OECD |
| G4-10, G4-LA12 | 1, 6 | IV, V.I.e |

| | 2015 | 2014 |
|-----------------|-------------|-------------|
| UMG | 39.6 | 39.3 |
| C+G | 36.3 | 36.1 |
| Vivendi Village | 33.4 | 32.6 |
| Dailymotion | 31.5 | - |
| Corporate | 46.2 | 46.4 |
| Total | 37.8 | 37.6 |

| AVERAGE SENIORITY (IN YEARS) | | |
|------------------------------|------|------|
| GRI | UNGC | OECD |
| G4-LA1 | 6 | V |

| | 2015 | 2014 |
|-----------------|------------|------------|
| UMG | 8.8 | 8.6 |
| C+G | 7.4 | 7.6 |
| Vivendi Village | 3.9 | 3.4 |
| Dailymotion | 2.4 | - |
| Corporate | 14.6 | 15.2 |
| Total | 7.9 | 8.0 |

Average seniority in the Vivendi Group is stable.

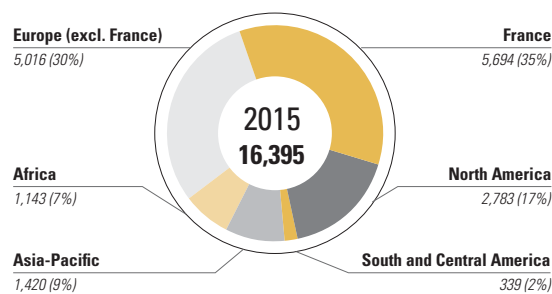
Headcount by Geographic Region

The table below shows the group's headcount by geographic region as of December 31, 2015. The heading "France" includes the headcount of companies in mainland France and its overseas departments and territories.

| HEADCOUNT BY GEOGRAPHIC REGION | | |
|--------------------------------|------|------|
| GRI | UNGC | OECD |
| G4-10 | - | V |



| | 2015 | 2014 |
|--------------------------|---------------|---------------|
| Consolidated data | 16,395 | 15,571 |



5.1.3. NEW HIRES AND DEPARTURES

New Hires

Vivendi operates in countries where the method of accounting for new hires and trainees is markedly different from the method used in France and other European countries. For example, in the United States, Canada and Brazil, summer jobs held by students and temporary positions are considered as new hires. To take into account these diverse methods, the table below accounts for all new hires, irrespective of the period of employment.

Temporary and Permanent New Hires

Outside of France, a permanent hire refers to persons continuously employed within the company for 18 months or more; employees with less than 18 months' continuous employment are considered temporary hires.

| TEMPORARY AND PERMANENT NEW HIRES | | |
|-----------------------------------|------|------|
| GRI | UNGC | OECD |
| G4-10, G4-LA1 | - | V |

| | 2015 | | | 2014 | | |
|-----------------|--------------|---------------------|---------------------|--------------|---------------------|---------------------|
| | Total | Permanent new hires | Temporary new hires | Total | Permanent new hires | Temporary new hires |
| UMG | 1,348 | 873 | 475 | 1,534 | 956 | 578 |
| C+G | 1,796 | 1,003 | 793 | 1,612 | 765 | 847 |
| of which SECP | 100 | 20 | 80 | 116 | 30 | 186 |
| Vivendi Village | 246 | 112 | 134 | 280 | 245 | 35 |
| Corporate | 38 | 22 | 16 | 11 | 2 | 9 |
| Total | 3,428 | 2,010 | 1,418 | 3,437 | 1,968 | 1,469 |

New Hires in France

This indicator covers the group's companies in mainland France and its overseas departments and territories. In the table below, the rate of permanent new hires is calculated as a ratio of the number of permanent new hires to total new hires in each business unit.

| NEW HIRES IN FRANCE | | |
|---------------------|------|------|
| GRI | UNGC | OECD |
| G4-10, G4-LA1 | 6 | V |

| | 2015 | | | 2014 | | |
|-----------------|--------------|-----------------|-------------------|--------------|-----------------|-------------------|
| | Total | Permanent hires | % permanent hires | Total | Permanent hires | % permanent hires |
| UMG | 116 | 38 | 33% | 119 | 44 | 37% |
| C+G | 906 | 316 | 35% | 832 | 240 | 29% |
| of which SECP | 100 | 20 | 20% | 116 | 30 | 26% |
| Vivendi Village | 106 | 81 | 76% | 124 | 90 | 73% |
| Headquarters | 37 | 21 | 57% | 11 | 2 | 18% |
| Total | 1,165 | 456 | 39% | 1,086 | 376 | 35% |

In the French companies, the average proportion of permanent hires increased to 39% in 2015, compared to 35% in 2014, or an increase of 21%.

| NEW HIRES IN THE GROUP | | |
|------------------------|------|------|
| GRI | UNGC | OECD |
| G4-LA1 | 6 | V |

| | 2015 | 2014 |
|-----------------|--------------|--------------|
| | UMG | 1,348 |
| C+G | 1,796 | 1,612 |
| of which SECP | 100 | 116 |
| Vivendi Village | 246 | 280 |
| Corporate | 38 | 11 |
| Total | 3,428 | 3,437 |

Departures from the Group

| DEPARTURES FROM THE GROUP | | |
|---------------------------|------|------|
| GRI | UNGC | OECD |
| G4-LA1 | 6 | V |

| | 2015 | 2014 |
|-----------------|--------------|--------------|
| | UMG | 1,374 |
| C+G | 1,716 | 1,428 |
| of which SECP | 131 | 118 |
| Vivendi Village | 292 | 255 |
| Corporate | 27 | 41 |
| Total | 3,409 | 3,312 |

The data in the above table illustrates all departures from the group's companies, regardless of cause. It can be compared to the table illustrating all new hires.

Reasons for Departures

| BREAKDOWN OF DEPARTURES BY REASON | | | ✓2015 |
|-----------------------------------|------|--------------|--------------|
| GRI | UNGC | OECD | |
| G4-LA1 | 6 | V | |
| | | | |
| | | 2015 | 2014 |
| Resignation | | 1,281 | 1,165 |
| Individual redundancy | | 392 | 400 |
| Redundancy on economic grounds | | 226 | 419 |
| End of temporary contract | | 1,224 | 1,188 |
| Retirement | | 26 | 22 |
| Other causes | | 260 | 111 |
| Total | | 3,409 | 3,305 |

The number of individual dismissals and redundancies on economic grounds was 618 in 2015: of which 35% in France and 65% internationally.

58% of departures resulting from the end of a temporary contract are attributable to France, and 42% are attributable internationally.

Departures for "other causes" include departures for personal reasons, departures under the contract termination procedure or termination by amicable agreement, voluntary departures, termination during or at the end of a trial period, departures for professional negligence, departures of casual staff (Australia), mobility between business units.

5.1.4. COMPENSATION

All of Vivendi's business units are included in the compensation tables below. This includes those which entered the reporting scope during fiscal year 2015.

Personnel Costs

| PERSONNEL COSTS (IN MILLIONS OF €) | | | ✓2015 |
|------------------------------------|------|--------------|--------------|
| GRI | UNGC | OECD | |
| G4-EC1 | - | V | |
| | | | |
| | | 2015 | 2014 |
| Consolidated data | | 1,546 | 1,323 |

Payroll Costs

| PAYROLL COSTS (IN MILLIONS OF €) | | | ✓2015 |
|----------------------------------|------|--------------|----------------|
| GRI | UNGC | OECD | |
| G4-EC1 | - | V | |
| | | | |
| | | 2015 | 2014 |
| Consolidated data* | | 1,445 | 1,278.2 |

* After deducting capitalized personnel costs of 3 million euros.

Payroll Costs as a Ratio of Revenue

| PAYROLL COSTS AS A RATIO OF REVENUE | | | ✓2015 |
|-------------------------------------|------|---------------|---------------|
| GRI | UNGC | OECD | |
| G4-EC1 | - | V | |
| | | | |
| | | 2015 | 2014 |
| Consolidated data | | 13.42% | 12.52% |

Optional and Statutory Profit Sharing (France)

This indicator includes group companies in France, by type, that have entered into collective bargaining agreements relating to optional or statutory profit sharing.


| OPTIONAL AND STATUTORY PROFIT SHARING IN FRANCE (IN MILLIONS OF €) | | | ✓2015 |
|--|------|-------------|-------------|
| GRI | UNGC | OECD | |
| G4-EC1 | - | V | |
| | | | |
| | | 2015 | 2014 |
| Consolidated data | | 17.8 | 19.4 |
| Optional profit sharing | | 7.9 | 7.7 |
| Statutory profit sharing | | | |

5.2. Organization of Work

5.2.1. ORGANIZATION OF WORK TIME

Full-Time and Part-Time Employees


The ratio of part-time employees is calculated by comparing the number of employees working part-time to the total number of employees in the Vivendi group.

| FULL-TIME AND PART-TIME EMPLOYEES  | | | | |
|---|------------------------|--------------------|------------------------|--------------------|
| GRI | UNGC | | OECD | |
| G4-10 | - | | V | |
| | 2015 | | 2014 | |
| | Full-time | Part-time | Full-time | Part-time |
| UMG | 7,326 | 249 | 7,306 | 286 |
| C+G | 7,200 | 411 | 6,599 | 434 |
| of which SECP | 741 | 13 | 797 | 18 |
| Vivendi Village | 615 | 155 | 604 | 144 |
| Dailymotion | 228 | 2 | - | - |
| Corporate | 195 | 14 | 186 | 12 |
| Total | 15,564 (95%) | 831 (5%) | 14,695 (94%) | 876 (6%) |

The Vivendi group's staff make limited use of part-time contracts. For this reason, the number of part-time contracts slightly decreased in 2015.


Average Weekly Duration of Working Time for Full-Time Employees

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

| AVERAGE WEEKLY DURATION OF WORKING TIME FOR FULL-TIME EMPLOYEES (HOURS)  | | | | |
|---|-------------|--|------|--|
| GRI | UNGC | | OECD | |
| - | - | | V | |
| | 2015 | | 2014 | |
| Consolidated data | 37.9 | | 37.9 | |

This figure represents the average weighted working hours per week within the group. 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 and Asian countries. The median duration within the group is 40 hours and average duration is 37.9 hours.

Average Yearly Duration, Full-Time Employees

| AVERAGE YEARLY DURATION, FULL-TIME EMPLOYEES (HOURS)  | | | | |
|--|--------------|--|-------|--|
| GRI | UNGC | | OECD | |
| - | - | | V | |
| | 2015 | | 2014 | |
| Consolidated data | 1,767 | | 1,753 | |

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

Overtime

| OVERTIME | | | | |
|--------------------------|---------------|--|---------|--|
| GRI | UNGC | | OECD | |
| - | - | | V | |
| | 2015 | | 2014 | |
| Consolidated data | 24,628 | | 26,505 | |
| France | 393,606 | | 218,581 | |
| International | - | | - | |

The use of overtime is closely related to the local culture, the specific needs of each company and the evolution of local legislation. The total number of overtime hours can vary considerably from year to year. In 2015 international subsidiaries represented 94% of overtime hours compared to 89% in 2014. Poland, Vietnam, Burkina Faso, Japan and the United States are among the countries resorting most often to overtime. These countries represent 97% of international overtime hours in 2015 compared to 94% in 2014.

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.

Attempts to find a balance between the specific characteristics of some of the group's activities and the personal and professional lives of employees are the focal point of changes in ways of organizing work. To reflect their specific needs, which are often linked to the business of providing services, some of the group's entities make use of working arrangements such as telecommuting and flexible or staggered working hours, or being on call. This is true, for example, in the context of producing television programs or shows, in ticketing, which has to adjust to special events essential to their business (e.g., festivals, shows, sporting events) and at the call centers of nc+ in Poland (Canal+ Group).

- ◆ In 2015, Canal+ Group renewed its telecommuting agreement that was originally entered into in 2012, for a period of three years. Canal+ Group believes that telecommuting is an innovative way of organizing work, and has the goal of making work organization more flexible and adaptable by making each employee more responsible and independent.
- ◆ UMG encourages telecommuting and flexible working hours. This policy does not necessarily derive from signed agreements and, in light of the diversity of regulations in the numerous countries where UMG is present, tends to take the form of specific action plans.
- ◆ In 2015, an agreement on work organization and flexible working hours was agreed in the Watchever Group (Vivendi Village).

5.2.2. ABSENTEEISM WITHIN THE GROUP

Absenteeism by Reason

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

Days of absence are broken down by reason: illness, family reasons (maternity, paternity and adoption leave), workplace accidents and 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, relocating, and unjustified absences.



| ABSENTEEISM BY REASON (AVERAGE DAYS PER EMPLOYEE) | | |
|--|------|------|
| GRI | UNGC | OECD |
| G4-LA6 | - | V |

| Consolidated data | 2015 | 2014 |
|-----------------------------|------|------|
| Absences for illness | 4.35 | 4.61 |
| Absences for family reasons | 2.48 | 2.50 |
| Absences for accidents | 0.11 | 0.16 |
| Absences for other reasons | 0.79 | 0.74 |

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 Chapter 2, Section 2.2.2 of the Annual Report 2015).

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.

5.3.2. COLLECTIVE BARGAINING AGREEMENTS

In 2015, 23 agreements or supplemental agreements were signed or renewed in France. Among these agreements, the following can be cited as representative of the ongoing social dialog within the group's different business units: the agreement on gender equality in Canal+ Group Guadeloupe and Universal Music France, as well as the Watchever flex-time agreement.

This year, the Canal+ Group delivered on its commitments to develop a dynamic social policy and a constructive social dialog by signing agreements on the subject of wellness linked to business performance (agreements on quality of life at work and on telecommuting).

Numerous agreements were also entered into dealing with other subject matters, such as compensation policy and profit-sharing, which reflect the desire to allow employees to participate in their company's performance (Canal+ Group, Canal+ Overseas, Universal Music France and Vivendi SA).

Lastly, as part of the planned reorganization of a sector of their business, Canal+ Group and Universal Music France entered into an agreement with respect to the implementation of such plan and its social impact. In both cases, the companies, together with their social partners, set up support mechanisms so that each affected employee could find an appropriate solution (e.g., training budget, financial assistance to create a company, mobility assistance, reclassification leave).

Collective Bargaining Agreements Signed in France

| COLLECTIVE BARGAINING AGREEMENTS SIGNED OR RENEWED | | |
|--|------|------|
| GRI | UNGC | OECD |
| G4-11 | 3 | V.8 |



| | 2015 | 2014 |
|-----------------|-----------|-----------|
| UMG | 4 | 2 |
| C+G* | 16 | 10 |
| Vivendi Village | 1 | 1 |
| Headquarters | 2 | 4 |
| Total | 23 | 17 |

* Includes SECP.

The scope selected for this table (France) is the area for which the group has comprehensive reporting. In numerous countries abroad, the notion of a collective bargaining agreement does not correspond to the definition in France. Agreements and supplemental agreements signed by the Vivendi group are included 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 |

| | 2015 | 2014 |
|-------------------|------|------|
| Compensation | 55% | 65% |
| Social dialogue | 9% | 6% |
| Health and safety | - | 17% |
| Restructuring | 9% | - |
| Other themes | 26% | 12% |

In 2015, agreements and amendments to prior agreements concerning remuneration were still numerous. This category includes: mandatory or optional annual remuneration negotiations, various profit sharing programs (UES Canal+, Canal+ Caledonia, Dailymotion, Vivendi Headquarters), and a supplementary retirement program (UES Canal+). The category "Other themes" includes collective agreements covering work organization (Watchever France), tele-commuting, stand-by duty, the quality of work-life as well as a "generation" agreement (Canal+ Guadeloupe), a professional equality agreement (UMG France) and agreements relating to training policies (Vivendi Headquarters and MyBestPro).

NUMBER OF EMPLOYEE REPRESENTATIVES

| GRI | UNGC | OECD |
|---------|------|-------|
| G4-LA11 | - | V.1.b |

| | 2015 | 2014 |
|--------------------------|------------|------------|
| Consolidated data | 234 | 240 |

This indicator covers the French subsidiaries (Metropolitan France, the Overseas Departments and Territories) as well as the Canal+ international subsidiaries which have adopted the French judicial model.

5.4. Occupational Health and Safety

5.4.1. OCCUPATIONAL HEALTH AND SAFETY CONDITIONS AT WORK

Occupational health and safety are issues of concern addressed by the whole group and defined by each business unit by way of implementation of action plans and preventive measures.

With respect to workplace health, the methodology for identifying risks involves the following steps:

- ◆ identifying and assessing the professional risks related to the activity;
- ◆ assessing the degree of control exercised over the risks;
- ◆ identifying individual and collective preventive measures to eliminate or reduce each risk; and
- ◆ defining a safety management and workplace health program aimed at controlling any residual risks, or a training program.

Ad hoc Committees (CHSCT for French entities), which maintain a dialog between employees and management, address these issues and publish related documents, such as the Uniform Document for the Assessment of Occupational Risks, in the case of the French entities.

The objectives of these Committees include:

- ◆ improving the ergonomics of work stations, especially for people working with computer monitors, or diagnosing the rare situations where there is pain or discomfort;
- ◆ participating in and ensuring that a plan is created for prevention of conflict and stressful situations;
- ◆ measuring radiation from extremely low frequencies (e.g., 3G, 4G, cell phones, and Wi-Fi), verifying compliance with legal limits, identifying associated risks and promoting best practice;
- ◆ monitoring the implementation of action plans required in the event of serious incidents (including fire, breaches of security and natural disasters);
- ◆ promoting “best practices” in relation to business travel and identifying and analyzing the causes of commuting accidents;
- ◆ managing and updating the document outlining risks and prevention plans;
- ◆ supervising the safety of the premises and preventing illness, particularly occupational illnesses;
- ◆ providing transportation for employees to their workplace if public transportation is inadequate or unavailable; and
- ◆ taking into account the need for all employees to balance their personal and professional lives.

Vivendi continues to apply preventive measures related to managing stress and psychosocial risks. Counseling teams are available for all employees. The programs in question are specific to each entity and cover areas such as the training of local managers, a free helpline for employees, and information given to elected employee representatives by a specialist physician. These services are independent of the company and are completely anonymous, confidential and free.

Some of the preventive or training initiatives are described below:

- ◆ Canal+ Group:
 - France: the Canal+ Group’s CHSCT regularly uses the services of an expert to examine important projects, including, among others, the plan to modernize technical infrastructures and specialized units at the Customer Relations Centers;
 - United Kingdom: the health and safety policy is reviewed each year and every three years an outside consultant conducts an assessment of the company’s facilities and makes recommendations, where applicable. In addition, each new employee is required to read the health and safety policy on the day he or she is hired.
- ◆ UMG:
 - Germany: a Committee composed of an occupational physician, a safety engineer, members of the Works Council, a safety officer and an officer responsible for the employment of disabled employees meet with Management three times a year to report on the health and safety of employees in the workplace;
 - Australia: a Learning and Development Manager regularly reviews the agreements established; in 2016, the existing process will have new agreements added to it;
 - Canada: since health and safety is everyone’s responsibility, a partnership has been created between the Health and Safety Committee, the managers and the employees, with the goal of jointly ensuring compliance with health and safety conditions, a priority that guarantees quality service; each employee is required to undergo training to raise awareness of health and safety issues when he or she is hired;
 - Colombia: Disaster Preparedness Training (simulated events for readiness in the event of a disaster) was conducted;
 - South Korea: to encourage employees to stay in good physical shape, the costs for the Fitness Center membership are reimbursed by the company;
 - Norway: a campaign to raise awareness of the importance of physical exercise was implemented;
 - Sweden: all employees have been trained in CPR (cardio-pulmonary resuscitation) and undergo a medical and eye examination every year.
- ◆ Vivendi Village
 - Digitick: employees have access to the services of a masseur/physiotherapist once a month;
 - MyBestPro: on the recommendation of the CHSCT (health and safety Committee), a survey of psychosocial risks was conducted by the occupational physician; in addition, special monitoring is given to call center employees;
 - Watchever: an ergonomic specialist made employees aware of the correct posture to be adopted at their work stations.
- ◆ Corporate: to build upon the “Wellness and Performance” week offered in June 2015, monthly workshops or conferences conducted by specialists took place on topics such as “Access Full Consciousness” or “Neurosciences and Well Being”.

Employee Safety Training

| PERCENTAGE OF EMPLOYEES TRAINED IN SAFETY (%) | | | | |
|---|------|---------------------------|------------|------------|
| GRI | UNGC | OECD | | |
| - | - | II.A.4 and 8, V.4.c, VI.7 | | |
| | | | 2015 | 2014 |
| UMG | | | 13% | 10% |
| C+G* | | | 10% | 11% |
| Vivendi Village | | | 8% | 2% |
| Corporate | | | 12% | 13% |
| Total | | | 11% | 10% |

* Includes SECP.

This indicator shows the percentage of employees who have taken one or more safety training courses during the year. In the table above, an employee who has participated in more than one training session is counted only once.

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 (see above).

A number of initiatives focusing on safety in the workplace were undertaken in 2015:

- ◆ Studiocanal in the United Kingdom: each year, the employees participate in fire prevention training conducted by London firemen;
- ◆ at UMG in Mexico and Italy, simulation programs were organized to implement preventive measures in the event of earthquake or fire;
- ◆ Watchever: 20% of the employees received training in "First Response Team" safety training and four employees earned the "First Aid Workplace Responder" certification.

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 laws 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 | | |
| | | | 2015 | 2014 |
| UMG | | | 29 | 28 |
| C+G* | | | 17 | 17 |
| Vivendi Village | | | 5 | 5 |
| Corporate | | | 1 | 1 |
| Total | | | 52 | 51 |

* Includes SECP.

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 | | |
| | | | 2015 | 2014 |
| Consolidated data | | | 0 | 3 |

Although no new agreements on occupational health and safety were entered into in 2015, action plans or measures relating to working conditions and protection of employees' health and safety are in place at all the French companies.

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 has been low, and in 2015 it fell considerably. Fluctuations are mainly attributable to the technical staff, where the business units 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. For example, the rise in frequency at SECP between 2014 and 2015 corresponds to difference of four in the number of workplace accidents with work days lost.


| FREQUENCY RATE OF WORKPLACE ACCIDENTS (WITH WORK DAYS LOST) | | | | |
|---|------|------|-------------|-------------|
| GRI | UNGC | OECD | | |
| G4-LA6 | 1 | V | | |
| | | | 2015 | 2014 |
| UMG | | | 1.03 | 0.66 |
| C+G | | | 2.26 | 3.25 |
| of which SECP | | | 4.97 | 3.90 |
| Vivendi Village | | | 0 | 0.90 |
| Corporate | | | 0 | 0 |
| Total | | | 1.54 | 1.80 |

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 2015, the severity rate of workplace accidents (with lost work time) in the group decreased considerably.

Similar 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)  | | |
|--|------|------|
| GRI | UNGC | OECD |
| G4-LA6 | 1 | V |

| | 2015 | 2014 |
|-----------------|-------------|-------------|
| UMG | 0.03 | 0.07 |
| C+G | 0.03 | 0.12 |
| of which SECP | 0.04 | 0.08 |
| Vivendi Village | 0 | 0.02 |
| Corporate | 0 | 0 |
| Total | 0.03 | 0.09 |

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) ⁽¹⁾. On the whole, the group's businesses have little exposure to occupational illnesses.

| OCCUPATIONAL ILLNESSES  | | |
|--|------|------|
| GRI | UNGC | OECD |
| G4-LA6 | 1 | V |

| | 2015 | 2014 |
|--------------------------|----------|----------|
| Consolidated data | 2 | 1 |

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.

In France, its training teams have developed a new program, EXPERT+, to strengthen the business unit 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 develop his or her skills so that they can attain their highest potential.

In Poland and the United Kingdom, the objective of the training policy is to adapt and develop the professional skills of employees and also their employability. The training plan is established each year on the basis of the needs identified.

- ◆ At UMG, training methods are often personalized in such a way that the bulk of training is done gradually and in the work context. 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 certain countries, special focus may be given to a specific issue. This is the case in South Korea, where a leadership program for senior and junior managers was offered, but also in Italy and Poland where the emphasis was on languages, and in Hungary, which focused on accounting.

(1) For the complete list of these illnesses, please refer to 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 |

| | 2015 | 2014 |
|-----------------|---------------|----------------|
| UMG | 24,594 | 30,188 |
| C+G | 68,918 | 67,021 |
| of which SECP | 6,214 | 5,612 |
| Vivendi Village | 4,119 | 5,598 |
| Corporate | 1,011 | 842 |
| Total | 98,642 | 103,649 |

In 2015, the number of training hours received by the employees remained stable, despite a reduction in the number of training hours, among other things, which employees benefited from at UMG, where the range of training methods does not always allow for comprehensive reporting. This investment in human capital is especially noticeable at the Canal+ Group, Vivendi Village and Vivendi Corporate, where the employees enjoy exceptional training opportunities.

Total Number of Employees Trained

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

| NUMBER OF EMPLOYEES TRAINED | | |
|-----------------------------|------|--------|
| GRI | UNGC | OECD |
| G4-LA9, G4-LA10 | 6 | II.A.4 |

| | 2015 | 2014 |
|-----------------|---------------|--------------|
| UMG | 4,903 | 3,533 |
| C+G | 4,923 | 4,465 |
| of which SECP | 290 | 336 |
| Vivendi Village | 169 | 232 |
| Corporate | 45 | 50 |
| Total | 10,040 | 8,280 |

The increase in the number of employees trained at least once in the year underscores the commitment of Vivendi and its subsidiaries to developing skills and staff employability.

Hours of Training per Employee Trained

| HOURS OF TRAINING PER EMPLOYEE TRAINED | | |
|--|------|--------|
| GRI | UNGC | OECD |
| G4-LA9 | 6 | II.A.4 |

| | 2015 | 2014 |
|-----------------|------------|-------------|
| UMG | 5.0 | 8.5 |
| C+G | 14.0 | 15.0 |
| of which SECP | 21.4 | 16.7 |
| Vivendi Village | 24.4 | 24.1 |
| Corporate | 22.5 | 16.8 |
| Total | 9.8 | 12.5 |

Due to the ongoing focus on training at the group's subsidiaries, in most cases, except for UMG where the total number of training hours is not fully recorded (see above), the average number of training hours per employee remains high.

| BREAKDOWN BY TRAINING OBJECTIVE (%) | | | | |
|-------------------------------------|------|--|--------------|--|
| GRI | UNGC | | OECD | |
| G4-LA9, G4-LA10 | - | | II.A.4 and 8 | |

| | 2015 | | 2014 | |
|-----------------|-----------------------------------|--------------------|-----------------------------------|--------------------|
| | Training to do present job better | Skills development | Training to do present job better | Skills development |
| UMG | 87.1% | 12.9% | 82.7% | 17.3% |
| C+G | 75.1% | 24.9% | 73.4% | 26.6% |
| Vivendi Village | 89.3% | 10.7% | 95.1% | 4.9% |
| Corporate | 29.1% | 70.9% | 29.0% | 71.0% |
| Total | 79.0% | 21.0% | 76.9% | 23.1% |

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. Training sessions related to each objective are reported in the table above.

5.6. Diversity and Equal Opportunities

5.6.1. GENDER EQUALITY

Almost all of the group's French companies have signed innovative agreements on gender equality:

- ◆ collective agreement on professional equality of men and women, pursuant to the law of March 23, 2006 providing for the implementation of a comprehensive set of measures (recruitment, promotion, compensation and maternity leave) and indicators to monitor the mechanisms put in place;
- ◆ parent-friendly agreements calling for equal treatment of fathers and mothers; and
- ◆ agreements on working hours to facilitate a work / life balance, for men and women.

Among the measures taken to reinforce existing arrangements in favor of social progress, the following can be mentioned:

- ◆ improving parity in recruiting, especially in certain sectors, and respecting equality in terms of access to employment;
- ◆ ensuring a uniform and equal breakdown of men and women across the company's jobs and job classifications;
- ◆ promoting equal opportunities in career development;
- ◆ guaranteeing wage equality between men and woman performing the same jobs at the same skills level and with the same level of accountability and results;
- ◆ guaranteeing equality in terms of professional development and pay increases in the event of a career interruption for parental, maternity or adoption leave; and
- ◆ striving for improvement in terms of reconciling personal and professional life, taking parental issues into account.

Universal Music and Canal+ Group make their partner recruitment firms aware of the objective of increasing the number of women on its shortlist of applicants. In terms of internal mobility, Canal+ Group promotes mobility towards business units with a gender imbalance and allocates funding in its budget for on-the-job training.

Parental agreements provide for career flexibility by allowing for periods of absence (maternity or parental leave). Both Vivendi SA in Paris and the Canal+ Group hold pre- and post-maternity leave interviews.

More generally, Vivendi aims for gender parity in succession plans and promotions. These agreements include measures to identify and remedy any pay differentials. For example, Canal+ Group has eliminated periods of maternity leave from the annual assessment, has identified pay differentials for equivalent posts and taken remedial action.

Convinced that gender parity in positions of responsibility is a gauge of the group's success, in 2011, the Supervisory Board approved a networking program to encourage gender parity at the highest level. The ANDIAMO network set up in March 2012 made of approximately thirty upper management women from the group's French subsidiaries. This network aims to support women in their professional growth and help combat the glass ceiling.


Programs promoting changes in behavior and combating stereotypes have been introduced at all levels throughout the group:

- ◆ projects aimed at empowering individuals and training in female leadership;
- ◆ organization of networks with the participation of role models: meetings between experienced women and juniors; communication on successful career development of women working in male-dominated positions; and
- ◆ various tools requiring awareness on the part of employees: Code of Conduct, Compliance Program.

Proportion of Women in Management

In France, a *cadre* is an employee who has a significant level of responsibility and autonomy, and who is subject to certain performance obligations (operations, production, development and project management).

In other countries, this concept is not applied, and the closest equivalent is a manager who is paid a monthly salary rather than an hourly wage. Accordingly, in the table below, women managers (in other countries) and women *cadres* in France are both accounted for.

| PROPORTION OF WOMEN IN MANAGEMENT  | | |
|---|------|-------------|
| GRI | UNGC | OECD |
| G4-10, G4-LA12 | 1, 6 | V |
| | | |
| | | 2015 |
| | | 2014 |
| UMG | | 41% |
| C+G | | 45% |
| of which SECP | | 31% |
| Vivendi Village | | 38% |
| Dailymotion | | 23% |
| Corporate | | 52% |
| Total | | 42% |
| | | 42% |

Calculation method: number of women managers in relation to all managers.

Women on Vivendi's Supervisory Board

| PERCENTAGE OF WOMEN ON VIVENDI'S SUPERVISORY BOARD | | | ✓2015 |
|--|------------|-----------|-------|
| GRI | UNGC | OECD | |
| G4-34, G4-LA12 | 6 | IV, V.1.e | |
| | | | 2015 |
| Consolidated data | 46% | | 2014 |
| | | | 38% |

There are 14 members of the Vivendi Supervisory Board, including one female representative of the employee shareholders and a male representative for the employees.

Six women sit on the Supervisory Board, representing 46% of the Board. This does not include the employee representative in accordance with applicable legislation (Law 2001-103 of January 27, 2011).

Vivendi has surpassed the obligation for listed companies to meet a 40% quota for women on their boards.

Based on the percentage of women on its Supervisory Board, Vivendi ranks high among the 120 French companies that participated in the study⁽¹⁾ conducted by the Ministry of Women's Rights in October 2015.

5.6.2. EMPLOYMENT AND INTEGRATION OF DISABLED WORKERS

Workers with Disabilities in France

| WORKERS WITH DISABILITIES | | | ✓2015 |
|---------------------------|------|------------|------------|
| GRI | UNGC | OECD | |
| G4-LA12 | 1, 6 | IV, V.1.e | |
| | | | 2015 |
| | | | 2014 |
| UMG | | 10 | 10 |
| C+G | | 98 | 90 |
| of which SECP | | 17 | 19 |
| Vivendi Village | | 4 | 5 |
| Headquarters | | 0 | 0 |
| Total | | 112 | 105 |

In 2015, the number of workers with disabilities rose by 6% in Vivendi's business units in France. This increase was mainly due to certain commitments made by the Canal+ Group under its successive collective agreements.

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".

(1) Study available on the Ethics and Boards website.

- ◆ In the context 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 program on this topic which goes by the name CanalHandi+, co-workers are reminded of the group's commitments in this area to hire, integrate and retain disabled workers in jobs, as well as its participation in training disabled youth through internships or work/study programs.

The agreement on employing workers with a disability currently in force was signed for a three-year period (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*, *Tremplin* and the GESAT (national network of workers with disabilities)'s fair: *Osons Nos Compétences*;
- increasing business with the protected sector through increased communication starting with the Purchasing department and involving all employees;
- encouraging and assisting a significant number of employees to report their disability, with the help of a social worker to provide administrative support;
- empowering disabled employees and keeping them on the payroll through various forms of assistance that have been upgraded:
 - compensated authorized leaves of absence (as part of procedures recognizing disabled worker status, for medical care or a disabled child who is ill),
 - technical and material support,
 - disability Universal Employment Service Checks (*Chèques Emploi Service Universel* – CESU) funded mainly by the company,
 - mobility assistance,
 - financing assistance provided to disabled workers within the company;
- numerous communication initiatives carried out each year, during National Disabled Employment Week;
- 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.
- ◆ nc+ in Poland allows ten additional days off per year to employees with a disability; they also benefit from special arrangements such as a working week that is shorter than that of the company's other employees;
- ◆ UMG Germany: a "Disabled Employee Officer" is in charge of handling the needs of disabled workers;

- ◆ UMG Australia: the policy of employing persons with a disability is currently being studied by a "Learning and Development Manager"; it is expected that the policy will come into force in 2016;
- ◆ Digitick works closely with the association *Accompagner la Réalisation des Projets d'Études de Jeunes Élèves et Étudiants Handicapés* (ARPEJEH) and is committed to accepting young trainees;
- ◆ Devispresto (MyBestPro) adapts the job position of an employee with a disability by setting up telecommuting.

The integration of individuals 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 to raise awareness of disabilities.

5.6.3. PROMOTING DIVERSITY AND NON-DISCRIMINATION POLICIES

Diversity and Non-Discrimination Policies in the Business Units

In accordance with Vivendi's Compliance Program, the group's subsidiaries are committed to equal opportunities for all in recruitment, mobility, promotion, training and compensation, without distinction as to gender, religion, origin, age, personal life or disability.

Vivendi's Compliance Program states that, in each subsidiary, the Compliance Officer is in charge of responding to employees' concerns. Moreover, in the US and the UK subsidiaries, a hotline is available to employees, in accordance with applicable rules and regulations, to report any cases of discrimination or harassment.

The Vivendi group is aware of the issue of diversity and pursues a policy in favor of equal opportunities, as defined in various ways depending on the subsidiary:

- ◆ providing employee training on diversity issues;
- ◆ implementing agreements on employing disabled workers;
- ◆ negotiating and signing agreements on remote working arrangements;
- ◆ establishing inter-company nurseries to facilitate a balance between personal and professional life;
- ◆ continuing the commitment to select applicants exclusively from the standpoint of diversity; and
- ◆ contributing to the action plan, programs or collective bargaining agreements related to gender parity.

The Canal+ Group and Universal Music Group have long been involved in diversity issues. The Canal+ Group's global presence requires it to develop a territorial base for its business activities. Hence, for its growth, it is vitally important that its staff reflect this diversity. Universal Music encourages diversity in all of its activities and has committed itself to eliminating all forms of discrimination through its Equal Opportunity

policy which applies to all employees and also to temporary workers and job applicants as well as to the numerous contractors, suppliers and consultants⁽¹⁾.

Vivendi group managers receive regular awareness training on the group's hiring criteria, which are based on openness, difference and diversity. Social dialog and the signing of numerous agreements on issues such as professional gender equality, disability, employment of seniors, and the awareness policy pursued at all levels by the group on these issues are a reflection of this commitment.

Employment of Seniors

The term "senior" refers to an employee aged 55 or over.



| EMPLOYMENT OF SENIORS (NUMBER AND PERCENTAGE OF THE HEADCOUNT) | | |
|---|------|-----------|
| GRI | UNGC | OECD |
| G4-10, G4-LA12 | 1, 6 | IV, V.1.e |

| | 2015 | 2014 |
|-----------------|-----------------|-----------------|
| UMG | 617 (8%) | 585 (8%) |
| C+G | 278 (4%) | 240 (3%) |
| of which SECP | 72 (10%) | 70 (8%) |
| Vivendi Village | 20 (3%) | 9 (1%) |
| Corporate | 49 (24%) | 45 (23%) |
| Total | 964 (6%) | 879 (6%) |

The overall percentage of seniors at group level (6%) has remained unchanged over the last two fiscal years. Their presence is greatest at the corporate level (24%) owing to the level of expertise of employees working at corporate headquarters.

Employment of Youth

| NUMBER OF EMPLOYEES WITH WORK-STUDY CONTRACTS IN THE GROUP IN FRANCE EMPLOYEES WITH WORK-STUDY CONTRACTS IN THE GROUP IN FRANCE | | |
|---|------|-------|
| GRI | UNGC | OECD |
| G4-10, G4-LA11 | 6 | V.1.e |

| | 2015 | 2014 |
|--------------------------|------------|------------|
| Consolidated data | 225 | 230 |

Vivendi continues to pursue its engagement in employing young staff members through various types of work-study programs. The number of work-study contracts in 2015 is mainly due to the Canal+ Group's active investment (61% of contracts) and to Universal Music France (26% of contracts). Vivendi Village, Dailymotion and Vivendi Headquarters employed 13% of the work-study contracts in 2015.

(1) Equal Opportunities: Our Policy, UMG internal publication, circa 2013.

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 Chapter 2, Section 2.2.2 of the Annual Report 2015). All employees based in France and in its overseas departments and territories are covered by collective bargaining agreements. Internationally, this holds true for 57% of Canal+ Group's employees, 58% of Vivendi Village's employees, and 97% of Corporate 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 or involvement. 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 disabilities (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 prohibits all forms of forced labor. Child labor is strictly prohibited in the group. In certain very specific cases, such as filmmaking or music recordings, where minors may be involved, all regulatory requirements are strictly complied with.