

SOCIAL INDICATORS

| <i>Indicators</i> | 2015 Data | Scope covered |
|--|------------------|----------------------|
| TOTAL HEADCOUNT^(a) AT 31 DECEMBER 2015 | 62,194 | 100% |
| Headcount by country^(b) | | |
| Headcount France | 33,455 | 100% |
| Headcount Europe (including France) | 50,893 | 100% |
| Headcount outside France | 28,739 | 100% |
| Headcount by gender | | |
| % of women | 22.2% | 98.7% |
| % of men | 77.8% | 98.7% |
| % of women in France | 23.5% | 99.9% |
| Headcount by type of contract | | |
| % of permanent contracts | 97.9% | 98.7% |
| % of fulltime contracts | 93.0% | 98.7% |
| Headcount by age group | | |
| < 30 | 10.0% | 98.7% |
| 30-39 | 23.5% | 98.7% |
| 40-50 | 30.6% | 98.7% |
| > 50 | 35.9% | 98.7% |
| Headcount by LR (Level of Responsibility) | | |
| LR 1 to 6 | 14,510 | 98.7% |
| LR 7 to 12 | 46,869 | 98.7% |
| Number of temporary staff | 2,677 | 98.7% |

(a) Headcounts shown are active headcounts.

(b) See also break-down by country on p. 196 and 197.

| Indicators | 2015 Data | Scope covered |
|---|-----------|---------------|
| Departures by type | | |
| Number of departures | 4,302 | 98.7% |
| % Resignations | 40.8% | 98.7% |
| % Redundancies | 18.8% | 98.7% |
| % Retirement | 25.6% | 98.7% |
| % End of fixed-term contracts | 10.2% | 98.7% |
| % Other departures (including death) | 4.6% | 98.7% |
| Hires | | |
| Total number of hires | 6,445 | 98.7% |
| Of which open-ended contracts | 4,296 | 98.7% |
| Of which fixed-term contracts | 995 | 98.7% |
| Of which work-study contracts | 1,194 | 98.7% |
| % recruitment of women | 28.6% | 98.7% |
| Training | | |
| % of employees benefiting from a PDD (Professional Development Discussion) ^(a) | 91.2% | 97.6% |
| % of employees trained | 76.0% | 97.6% |
| % of women trained | 78.19% | 97.6% |
| Average number of hours' training per employee | 21.3% | 97.6% |
| Total number of hours' training | 1,292,137 | 97.6% |
| % of employees covered by a collective bargaining agreement | 85.7% | 98.8% |
| % of employees covered by a regulation on working time | 87.4% | 98.8% |
| Health and safety | | |
| Global absenteeism rate World | 2.6% | 96.5% |
| Total rate of absenteeism in France (corporate assessment) excluding parental leave | 2.5% | 100.0% |
| Total rate of absenteeism in France (corporate assessment) | 3.2% | 100.0% |
| Severity rate of accidents at work World | 0.1 | 96.0% |
| Severity rate of accidents at work France | 0.1 | 100.0% |
| Frequency rate of accidents at work World | 2.4 | 96.0% |
| Frequency rate of accidents at work France | 2.8 | 100.0% |
| Number of days off due to occupational illness in France | 1,109 | 100.0% |
| Others | | |
| Payroll World | €5.784bn | |
| Employment rate of people with disabilities in France | 5.8% | |
| Number of jobs created by G ris in 2015 | 461 | |
| Proportion of purchases from EU suppliers | 80% | |
| % of purchases from suppliers in France | 43% | |
| Volume of industrial subcontracting services in France | €1.54bn | |

(a) See also section 5.3.1.1, page 222.