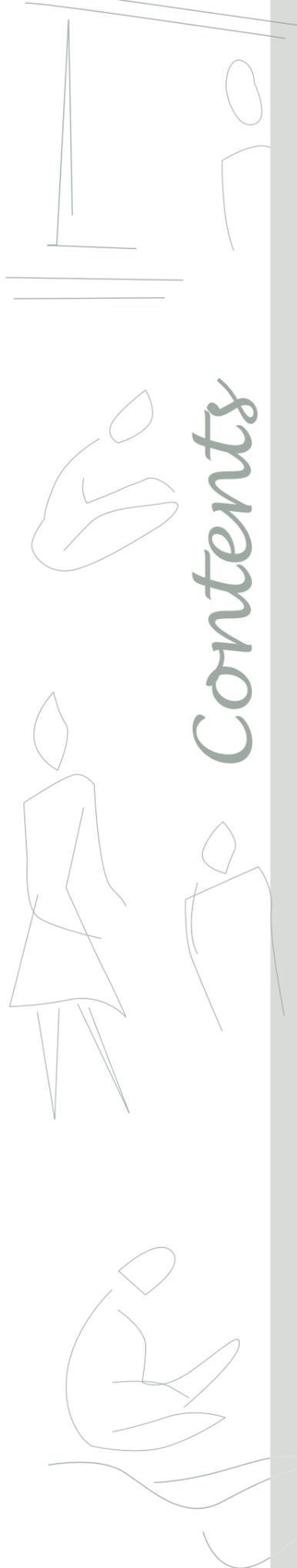




*"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."* Margaret Meade



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For the past 14 years, the Artelia Foundation has been characterised by its philosophy of giving and its original model consisting in contributing to the development of humanitarian, social or environmental projects by harnessing the technical skills and expertise of Artelia Group employees. NGOs and associations thus gain access to highly targeted technical assistance, enabling them to overcome problems they encounter in the field.

In 2019, the Artelia Foundation continued turning this singularity into an asset for community-based organisations:

- In France, Artelia has more than 3600 employees based in a dense regional network of offices across the country. Many of these employees have got involved in mentoring youngsters to help them enter the world of work via various partner associations. Organisations that dovetail closely with our business lines, Emmaüs, Lazare and Simon de Cyrène, benefited from technical support from Group staff members in the framework of real-estate projects. Giving Tuesday was celebrated in our offices in the Greater Paris area, and was a key event both for the associations we support and for Artelia employees.
- Internationally, we maintained close and special relationships with all our long-standing partners in Asia and Africa. They benefited from our support via two-yearly assignments as well as through highly targeted actions to address specific issues (water, sanitation, construction, technical education, work site supervision, etc.). Many leads resulted in new assignments with an increasingly marked focus on environmental issues. From the Philippines to Mexico via Morocco and Senegal, we are building relationships with new trusted partners with whom we are hoping to collaborate on a lasting basis.

In France, we are looking to identify new opportunities to tap into the skills of our employees, in the hope of inspiring other Group subsidiaries in Asia, Africa and the Americas to do likewise. Many new partnerships have been sealed and will begin bearing fruit during 2020. Key occasions are being created on the basis of unifying events such as Giving Tuesday, which we aim to repeat annually, or the "Moteur!" project to share perspectives on the support we provide to our youngsters. Major initiatives in the area of the environment and sustainable development have been launched, and some innovative agroecology and biodiversity projects are being set up. We will continue to get involved in social and humanitarian projects by providing our technical skills, which are constantly being updated. All opportunities to contribute our skills are harnessed, and some major collaboration projects are in the pipeline.

Our sincere thanks to Esther Hathaway, on an internship at the Artelia Foundation, for the time and effort she put into the writing of this 2019 Annual Report.

*Jacques Gaillard*  
Chairman of the Artelia Foundation

*Laure Daudin*  
Operating Manager of the Artelia Foundation



# Key figures and milestones for 2019

COMMITMENTS

**40**  
projects supported

MENTORING

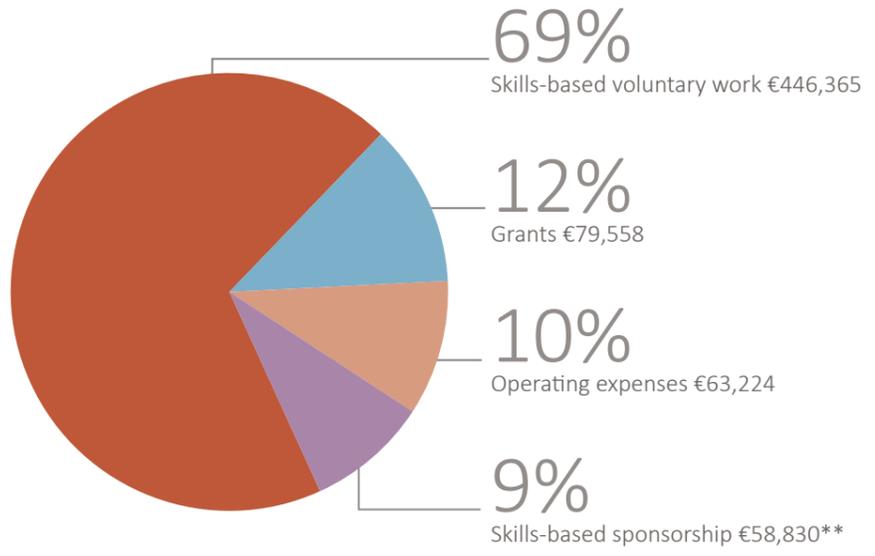
**83**  
volunteers completed an assignment for the Foundation

ASSIGNMENTS

**664**  
days donated  
i.e. 4938 hours

## THE FOUNDATION'S INVESTMENTS FOR 2019

**€647,977\***



\* This includes the value of the time spent on projects by Artelia volunteers  
 \*\* This includes part of the remuneration of the operating manager, for the time spent at the service of the associations/NGOs seeking support from the Artelia Foundation.

## 2019 Sports Challenge

Each year, three associations are selected by the Artelia Foundation to benefit from financial support. Artelia employees can make practical contributions by taking part in official running, cycling or swimming competitions and entering their results into the sports challenge, selecting one of the three associations.



**85.6%**  
**4316.2 km**  
183 races



**14%**  
**707.7 km**  
11 races



**0.4%**  
**21.2 km**  
11 races

### Breakdown of donations by association

410.2 km  
20 races  
9 participants  
**€2,732 donated**



919.5 km  
40 races  
16 participants  
**€3,640 donated**



3,715.3 km  
145 races  
24 participants  
**€8,628 donated**



# Projects in France

## Emmaüs

### Assignment

Emmaüs France is an association whose main aim is to devise original, comprehensive solutions in an attempt to combat all forms of social exclusion and their causes. It comprises 288 groups working in three complementary areas:

- Communities
- Social action and housing
- Integration through economic activity

The Emmaüs Neuilly Avenir community in Neuilly-sur-Marne has been experiencing difficulties. In particular, a major challenge is to rehabilitate and improve the safety of its accommodation facilities and work areas. In this, it is being assisted by the Emmaüs France federation and by SOLIHA, a federation of housing associations. Jean-Pierre Bagnon and Alexandre Dufourd performed an appraisal of the buildings' solidity with a view to carrying out an overall survey, determining the types of deterioration affecting the buildings and defining the corrective measures and repairs required.

Our colleagues performed a 2-day assignment and drew up a complete report describing the apparent condition of the buildings, listing the types of deterioration and drawing conclusions with regard to the bearing capacity of the floors. Recommendations were made concerning lead-based paintwork and safety issues. A provisional cost assessment for the works was also handed over to Emmaüs.

**Artelia Employees:**  
Alexandre Dufourd and Jean-Pierre Bagnon



## Neuilly-sur-Marne



### In their own words: Alexandre Dufourd

"The first time I went to the site was with one of the members of the association. He showed me round the building, gave me a description and told me how it was used by the Emmaüs community. It is an old industrial building that was revamped by the community so they could install their workshops and store various objects to be repaired and resold. I saw that the building was very run-down and that there were serious structural problems, but as I have a background in general engineering I could not make a definite pronouncement on the state of the building. So I made a second visit with Jean-Pierre Bagnon, who is a structural engineer at Artelia. After carrying out an audit of the building, Jean-Pierre drew up a report describing the problems and the potential cost of the works if it was decided to go ahead with the necessary rehabilitation. Working for an association was new to me, because I normally work for clients in the public and private sectors. An association like Emmaüs is run by volunteers and I was struck by the lack of human and financial resources they have in order to maintain their property. Visiting the site and talking with our contact gave me better understanding of the commitment of those who volunteer to help people who have been less fortunate in life. Their commitment and sense of solidarity was what struck me most during this assignment."

## Lazare

## Marseille

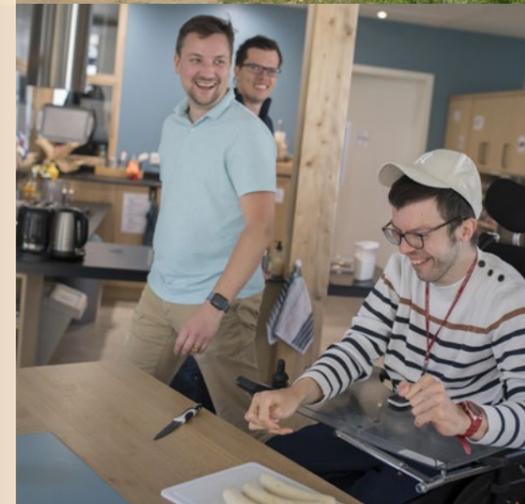
### Assignment

Lazare coordinates and develops supportive house-sharing between young workers and street people. With branches in 7 cities in France, as well as in Madrid and Brussels, the association houses nearly 200 people. It is an accredited social economy enterprise ("ESUS") in France and has been awarded the President's "France is committed" prize. Its action in support of marginalised members of society is now recognised by the public authorities. A joint project between the Artelia Foundation and Lazare led to the production of plans for a new house in Marseille.

### In their own words: Loïc Luisetto, executive manager of Lazare

"In early 2019 our association had to leave its building because a serious structural crack had appeared. Fortunately, we were able to find another home, but a few months later the ceiling began to cave in. We had no choice but to prepare for some major work!

The first stage involved preparing the architect's drawings. And we quite naturally turned to the Artelia Foundation! Jean-Paul Darrivière, a retired Artelia employee, was ready to help us and a few weeks later the drawings were on my desk. We handed them over to our architect so he could design the project and estimate the cost of the works and I am delighted to say that they are soon to begin! We have also asked the Artelia Foundation for support with the construction of our home in Rennes. Together we are moving ahead confidently as we seek to serve the most vulnerable in our society!"



## Simon de Cyrène

### Assignment

Simon de Cyrène was set up by disabled people and their families. The association seeks to develop and manage "shared homes", where able-bodied and disabled adults live together in a supportive, friendly environment. This innovative approach is based on the conviction that life is meaningful only in a non-monetary relationship with others. The Artelia Foundation has been supporting this association for several years, in particular with regard to implementing its property development projects. In 2019, the Foundation helped to deliver three shared homes in Nantes, with the first residents moving in on 30 January.

### 2019 projects:

- Nantes:** Delivery of 3 shared homes (24 residents) in January 2019, with the first residents moving in soon afterwards.
- Angers:** Delivery of 2 new shared homes on 9 March 2020 (the first two homes were delivered in 2015/2016).
- Marseille:** Continuation of work on 3 shared apartments (21 disabled residents) as part of a "New Nature" project designed by architect Jean Nouvel.
- Lyon:** Commencement of work on 2 shared homes (12 disabled residents) in April 2019.
- Paris:** Planning permission granted for 3 shared homes in Rue de Vaugirard in June 2019. Provided no objections are received from third parties by the end of 2020, the works are scheduled to begin in 2021.

# Proxité

## Assignment

Proxité is an association created in 2002 to help young people succeed in life and develop social bonds. It works mainly in high-priority areas and with youngsters who are isolated or in State care. Mentoring lies at the heart of Proxité's philosophy: this involves working people volunteering to give personal, regular and long-term coaching to youngsters of secondary school age drawn mainly from high-priority areas. The Artelia Foundation has helped the association to support the development of its local branches throughout France. In 2019, 4 Artelia Foundation volunteers provided individual coaching to young people from the association.

### Artelia mentors:

Sophia Khali - Coline Grignon - Bénédicte Frey - Victor Larguier

### In their own words: Sophia Khali

"I first offered to work as a mentor at the end of 2019. I have always enjoyed being involved with associations and the idea of helping people at a particular time in their lives, giving them advice and sharing a little of our professional and personal experience interested me.

The girl I was mentoring, a 21-year-old student, really needed to build up her self-confidence, especially when she was speaking in public. I have always been interested in the question of personal development, but my experience of speaking in business meetings and discussing with our various service-providers meant I could give her some concrete advice – in particular that you need to adapt to the person you are talking to. Our discussions are much more rewarding now than at the beginning. We don't just do exercises to build self-confidence. During lockdown, we kept up with one another's latest news but we talked mainly about her professional aspirations and about how she could best prepare for job interviews.

It gives me great personal satisfaction to be able to help and coach someone, and share our personal experiences. But most of all it is enriching to meet and share with another person in this way.

**What would you say to someone who is unsure about becoming a mentor?** Don't be afraid. Don't underestimate what you can give to others because you always have something to share, some knowledge to pass on. And most of all: it is never wrong to do something good."

# Toulouse Saint-Denis



# Émergence programme

## Paris

## Assignment

Émergence, a programme initiated by Aréli, aims to enable talented young people from underprivileged backgrounds to pursue their chosen course of study (which is often long, highly selective and/or expensive) and to prepare a professional future in keeping with their potential and ambitions. Every year, 30-50 school-leavers from the Hauts-de-France region are selected to benefit from the programme.

Companies play a very important role for Emergence by supporting the programme financially and mentoring one or more of the successful youngsters. Employees become voluntary mentors, opening the doors of both their offices and their networks to them. In this way, companies help these brilliant youngsters to succeed and at the same time promote diversity in the business world.

### In their own words:

#### Jean-François Hosking

"I offered to work with the Artelia Foundation about 2 years ago as a mentor for a student preparing the entrance exam for the prestigious ESSEC business school. Having been there myself, I had already mentored 2 or 3 ESSEC students a few years earlier. I found it very rewarding and wanted to do the same thing again.

The aim of mentoring is usually to help the student discover the company and its environment, but my student was boarding and had a heavy work load so he was not free to travel during the week. So our conversations took place in a café in Paris. I began by asking him how he was doing and especially whether he was keeping in good spirits with all the work he had to do and whether he felt he was ready for the entrance examination. I then told him about the projects I was working on, and in particular the challenges and any difficulties I was facing. We also talked about his personal ambitions, which were becoming clearer for him.

I always find it interesting to talk to people of different generations, especially to know what is on their minds and what they expect in relation to their future jobs. We did the same courses and so I can easily understand what is expected of them and the workload they have as they are preparing for the entrance exams. In spite of all that, my mentee seemed to be very self-assured and calm, which is something I find admirable, especially at that age.

There is no reason to be apprehensive if you are thinking about becoming a mentor, especially with regard to your ability or the time you will have to devote to the work. It is not a question of teaching people how to live but rather of giving advice and sharing your experience. All you need to do is listen and be ready to share, so the experience is as rewarding as possible for both parties."



# Sport dans la Ville

## Assignment

Sport dans la Ville was created in 1998. It is the principal association in France working to promote professional integration via sport. Through its activities, Sport dans la Ville seeks to boost youngsters' self-confidence and inculcate the values they will need to succeed: respect, commitment, open-mindedness, perseverance and hard work. The association's "Job dans la Ville" programme aims to promote the social and professional integration of its 6000 young members by taking an active part in their advancement and personal development.



# Lyon

## In their own words: Claire Chabrol

"I have been a mentor with Sport dans la Ville for about two years. I wanted to get involved with an association and I heard about this partnership thanks to the Artelia Foundation. The spadework was already done. All I had to do was to say yes!

My mentee is 18 years old and has just taken his baccalauréat. He is now preparing to take the entrance exam for an engineering school. To begin with, I tried mainly to understand how his mind works and how he reacts to things. Gradually, as we met together, I got a better idea of his hopes and ambitions and was able to advise him. Today I am very happy to be able to help my mentee as he works towards his professional goals, but also to discover that we share certain interests, in particular in sport. I find it fascinating to see how someone younger than me tries to build their own career, and at the same time it gives me an opportunity to think about how my own career has evolved.

Most of the time things go very well, it's true, but it isn't always the case. We usually see each other once a month, but of course that was not possible during the lockdown connected with Covid-19. During that time our meetings took on a new form: we would call each other or write regularly to catch up with the latest news and talk. The important thing is just to be there for each other.

You have a tendency to ask a lot of questions before becoming a mentor. Am I going to be of any real use? How can I help in a constructive way? But it is important just to go ahead with no particular expectations or preconceptions. All you need is to be ready to give. It is a fantastic experience!"

**Artelia mentors:**  
Marylène Debeaux - Sophie Gentes  
Laure Daudin - Maryline Regnier  
Claire Chabrol, Benoît Guillot  
Bernard Mercier, Dounia Litfi



# Nos Quartiers ont du Talent

## Assignment

"Nos Quartiers ont du Talent" ('our neighbourhoods have got talent') tackles the economic and social problems of Seine Saint-Denis by helping young graduates access employment in this Paris region département.

Under the charity's innovative programme, a first cohort of some 200 graduates are being given advice and support by mentors-experienced professionals and company leaders – who receive their mentees at their company offices.

## In their own words: Pierre-Jean Boutoleau

"I've been an NQT mentor for nearly four years now. A typical interaction with my mentee consists of an hour-long meeting with them at the office or via video link. We start by taking stock of where they've got to since the last time we met and then look at what still needs to be done. We keep in regular contact by email (two to three times a month), and during lockdown we also talked extensively about our daily lives. Above all, these young jobseekers need someone to listen, say what they think and give them advice. They need to see that they are not alone at this difficult time of their lives. The main thing is to stay positive.

My close colleagues know about my mentoring work, so I often share my observations with them. I also ask them for their own thoughts, in response to which they come back with ideas, as well as information about job openings and companies that may be looking to recruit. I have also talked to our HR people about possible vacancies at Artelia on occasions.

This year I'm mentoring my third graduate, the first two having sooner or later found a job. It has never taken long to build a good relationship with my mentees. Me, I've been lucky enough to do the studies of my choosing and to have a job, and a job I enjoy. So I now want to help those who may not have been as lucky as me.

It takes just a couple of hours of your time each month to mentor a youngster but in return you get the chance to learn about another person's life as well the satisfaction of knowing that your mentee has found a job when this happens. My watchword is solidarity, for it is my belief that we will make the world a better place by helping others."

**Artelia mentors:**  
Laurette Legras - Sébastien Ledoux  
Jean-Michel Blanchais  
Sylvain Grolleau - David Metche  
Régis Lelion - Yann Gasowski  
Jérémy Judic - Anthony Danneyrolle  
François Dreuil - Élodie Guyard  
Sébastien Gregoire - Landry Jouval  
Philippe Laplanche - Robin Sigwald  
Paul-Louis Levy  
Delphine Gharsallah-Roger  
Benoît Lacombrade  
Pierre-Jean Boutoleau - Marc Moireau  
Armelle Valentin - Catherine Wajs

# Giving Tuesday

Giving Tuesday is an international movement that encourages initiatives fuelled by generosity and solidarity. The idea behind it is simple: to do good together to make the world a better place. Over a period of 24 hours, charities encourage individuals and organisations to help others through charitable giving in all its forms.

## An annual event involving Artelia's Diversity Task Force

The Foundation decided to introduce this event to employees by teaming up with the Artelia Group's Diversity Task Force. This first edition, held on 3 December 2019, saw many of our partners get on board, with professional integration organisations such as Proximité, the Émergence programme, Nos Quartiers ont du Talent and the Moteur project and diversity partners like Reactiv 2M and NEA accepting to present their work at an informal gathering in the foyer of Artelia's Saint-Denis branch office. It was an opportunity for those wanting to acquaint themselves with the work of the Artelia Foundation and the Diversity and Disability Task Force to find out more about the possibilities available to them in terms of voluntary work.

## In their own words: Carole Guilhem and Sophie Dieng, from Artelia's Diversity Task Force

"Artelia's first edition of Giving Tuesday was an opportunity for us to show employees the work the Group is doing to help people access the labour market. To that end we invited along the various partners with whom we are currently working to tackle diversity, disability and vocational integration issues. We also held a series of workshops on professional integration requirements in public contracts and opportunities for collaboration with the sheltered sector.

Our decision to dedicate this event to professional integration was an initiative stemming from the Artelia Group's diversity policy. Teaming up with the Foundation in a joint initiative was a way of reaching a greater number of employees and partners potentially interested in working with us. That's not to say that we should forget the importance of staying local when it comes to getting our message across to employees as well as raising awareness about our work and getting staff on board with us.

**As we see it, the most valuable thing that Giving Tuesday has to offer is its emphasis on giving**, be that of ourselves, our time or our skills. Indeed the fact that we have chosen to celebrate this event is totally in keeping with the values espoused by our Diversity programme! So roll on the next one!"



## In their own words: Schéhérazade El Behhar, speaking on behalf of association Aréli

"I found out about this event through Aréli Émergence, a charity with which Artelia is currently partnering. I am a lawyer specialising in labour law and so Giving Tuesday was an opportunity to discuss topical issues with people from Artelia's Legal and HR departments.

I was drawn to the spirit of sharing that Giving Tuesday embodies and so I volunteered to talk to Artelia employees on behalf of Aréli. It was an opportunity to present the programme and talk about my experience of the benefits of mentoring youngsters selected by Aréli.

The Artelia Foundation shares many of Aréli Émergence's values, and it's always gratifying to see that companies are keen to get involved in socially beneficial projects. This spirit of sharing and goodwill shared by all those participating in this type of event makes our work meaningful and above all encourages us to continue our efforts."



Our next Giving Tuesday event  
**Tuesday**  
**1<sup>st</sup> December 2020**

## In their own words: Mélissa Germany, a volunteer with association "Moteur!"

"I am currently doing voluntary community work for the association Moteur! and came to present our project to Artelia employees. It was an opportunity to ask them to give a little of their time and know-how to the young people helped by our charity and who our trying to find their place in the world of work. For me, Giving Tuesday is all about solidarity and generosity. These important values are a pivotal part of my fight for equal opportunities. The aim of this movement is to give unconditionally. It was thus a good opportunity to connect with people interested in the Moteur! initiative and to talk to them about ways of helping young people. personal reward. But Giving Tuesday is a great opportunity to go to work with others in mind, rather than ourselves. It gives us the chance to make that leap towards helping others, and hopefully that momentum will carry through to the rest of the year."

## Furniture donations

### In their own words: Magalie Rambaudi

"We asked for the Foundation's help in finding potential takers for our furniture, thanks to its extensive list of partner associations. We accordingly met with people from a local food bank and a self-help and professional integration association in Grenoble, La Remise, with the result that the two associations took all our furniture. Our shelves were reused in a student grocery store on Grenoble's university campus and in a new La Remise shop. Partnerships between Artelia and local associations can take many different forms. In our case, although a furniture donation wasn't the starting point for the collaboration between the food bank and the Foundation, this need arose in the process of working together. We were thus able to provide a rapid, free and environmentally friendly answer to that need and are delighted that the furniture has a new home now!"

## Échirolles

### Assignment

When Ze Factory, the documentation department at Artelia Échirolles, moved to a new location, its furniture and shelving was no longer needed. Nor was there any use for it on any other part of the premises but the department was loath just to dispose of it.



# Projects in Asia

## Enfants du Mékong

### Mission of the association

Enfants du Mékong has been helping children in Southeast Asia since 1958. Its "sponsorship" programme enables 22,000 children to go to school every year. A team of 60 volunteers are constantly in the field in seven countries (Burma, Cambodia, China, Laos, Philippines, Thailand and Vietnam), in the context of "VSI" (International Solidarity Volunteer) contracts.

### First assignment

A week-long training programme was delivered with the aim of introducing engineering students to project management techniques and the use of CAD software (AutoCAD, Revit).

The intention was also to help students perfect their English and to enable them to talk to Artelia employees to find out more the exigencies of the profession and the corporate world- things about which they had little knowledge. The training programme was also an opportunity to discuss future prospects for students in their chosen fields.

### In their own words: Raniela Rabé and Shaira Magarro

"Together we formed a formidable team, all supporting one another and contributing ideas about activities to do with the students. We were very impressed with the students, and in particular by their knowledge and personal qualities. They were above all interested in the practical side of project management, an aspect that we were able to explore together. They were easy and pleasant to work with – which goes to show what a good job Enfants du Mékong has done picking its students!

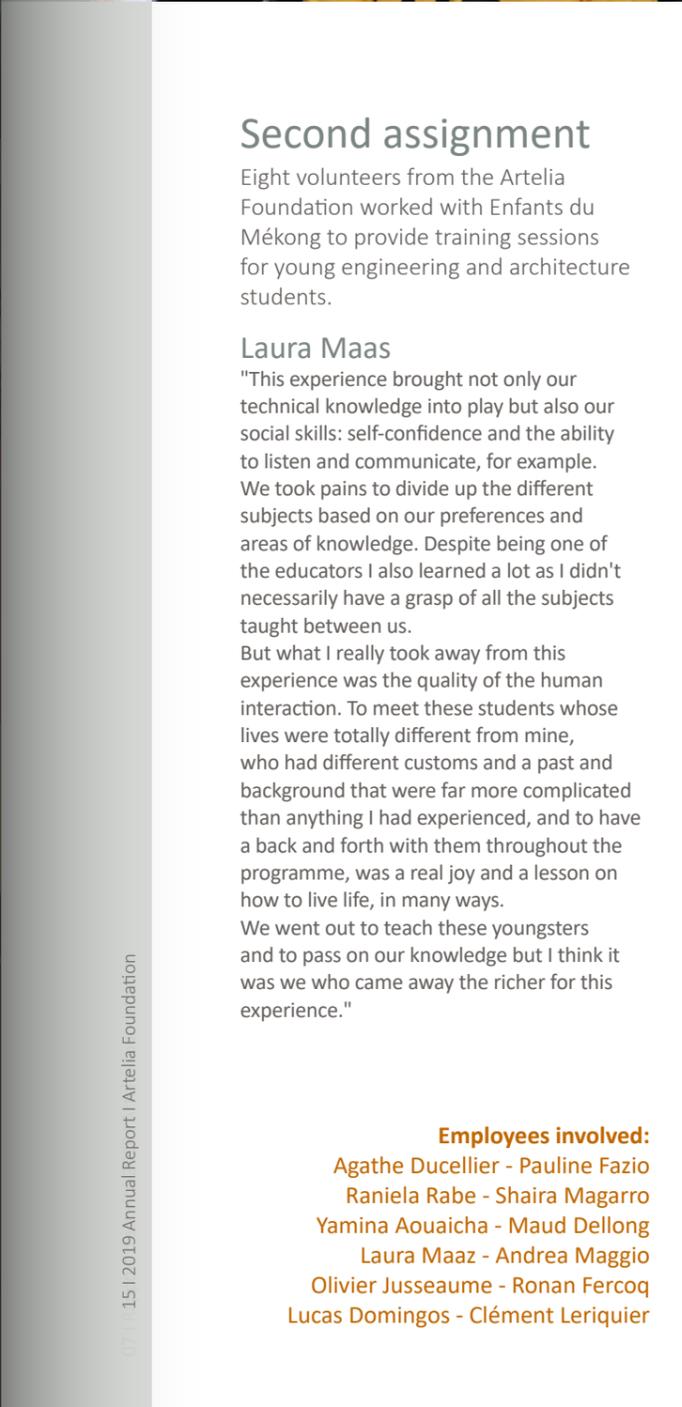
We were also invited to one of the boys' halls of residence one evening. It was a very special moment during which we had the opportunity to bond with the students over a meal.

What I'll take away from this experience is the students' thoughtfulness and consideration for each other. On one occasion our projects got held up after a glass door got broken. The student in question really surprised me as he took the time to check that everyone was OK before only then turning his attention to the repercussions for the project (cost, time lost, etc.). Back in the workplace, where I'm wrapped up with achieving my career goals, I often tend to forget just to spare a thought for how my colleagues may be feeling. These young people's consideration for others is astonishing. What struck Shaira was the feeling of true happiness you could sense in the students.

And all this achieved without access to technology! A strange thing indeed for her to see students who did not have a mobile phone despite living far away from their families. With telephones an ever present feature of her life, she realised that true happiness doesn't come from connectivity, but from authentic connections with the people around us as we live our lives in the moment."



CAMBODIA  
Phnom Penh



## Enfants du Mékong

In their own words:

### Olivier Jusseaume

"We were involved in teaching engineering students from the Institute of Technology of Cambodia in Phnom Penh. The subjects we addressed were of a general nature but we also looked at more specific risks such as chemical and biological hazards, preparations for operations at industrial facilities and crisis management techniques.

The students also had the opportunity to visit some of the city's facilities such as the international airport's oil depot and the airport itself. They were able to get an idea of how the two operated in tandem as well as the associated risks and how to prevent them."

### Andrea Maggio

"We taught a group of young engineering and architecture students about safety issues during the assignment. We also held a workshop on the impacts of climate change and pollution on Southeast Asia's biggest cities. These issues are far too often ignored in the region and it was really interesting to see the curiosity that the students displayed in exploring these subjects.

What did I take away from this assignment? Memories that will stay with me for ever, fresh enthusiasm for certain aspects of my work and greater self-awareness when it comes to my own way of imparting knowledge. But above all and despite it being only a short assignment, I expanded my cultural horizons."

### Lucas Domingos

"The main takeaway for me was the sharing of experience that occurred between students and teachers. We went out there to teach these students about safety in the workplace and at project sites and they in turn taught us all sorts of things about their country and their culture. The things that they showed us meant that we were just as grateful to them as they were to us. Their approach to life is different to ours and they attach more importance than we do to other people's needs. It's this way of looking at things as learned from the students that made the biggest impression on me. We were all very moved to see how appreciative the students were and it's this that has motivated me to take on a new humanitarian assignment!"

### Pauline Fazio

"When I saw that the Artelia Foundation had an opening for someone in communications, I jumped at the opportunity. I thus had the chance to work alongside the team of engineers tasked with teaching a course on safety to Enfants du Mékong students in Phnom Penh. Throughout the week I followed trainers and students, capturing the whole assignment in photos, videos and testimonials. And the students taught us many things themselves. Their zest for life and the immense kindness they displayed towards each other was a moving and heart-warming sight. Though we were only there for a week we bonded closely and have continued to grow this relationship from a distance. The lesson I will take away from this assignment is - at the risk of sounding clichéd - 'live in the moment'! Thank you the Artelia Foundation and Laure Daudin for enabling us to experience these magical moments."

### Ronan Fercoq

"This assignment puts the importance of training for these young people into perspective. As future engineers, architects or just plain adults, they are the people most directly concerned by the major challenges of our times as well as things like their country's development, environmental issues and natural disasters. Despite the fact that they didn't always have the tools and skills to tackle these issues, after just a few days they were able to articulate their questions and concerns about the challenges the future held for them in Cambodia. They are only too aware of the issues and the ingenuousness of their questions in many cases gives us food for thought about our own needs and the societies in which we live in Europe."

**Employees involved:**  
Agathe Ducellier - Pauline Fazio  
Raniela Rabe - Shaira Magarro  
Yamina Aouaicha - Maud Dellong  
Laura Maaz - Andrea Maggio  
Olivier Jusseaume - Ronan Fercoq  
Lucas Domingos - Clément Leriquier

# Pour un Sourire d'Enfant

## Mission of the association

PSE (Pour un Sourire d'Enfant) aims to raise children out of extreme poverty and lead them towards a qualified, dignified, adequately-paid job, by fully providing for their needs and education from a very young age up to professional qualifications.

## First assignment

The assignment focused on the structural diagnosis of several timber-frame buildings on the PSE site in Phnom Penh. These buildings were used as classrooms and had suffered significant termite damage. Two Artelia Foundation volunteers located the damage and gave advice regarding repairs and/or demolition of the buildings.

## In their own words: Amélie Mourneau

"The important thing during this assignment was adaptation to local habits. In particular, we had to study the possibility of reusing wood that had been partially infested by termites for new constructions, which would never even have been imagined in France. This was the second time I had been to Asia and I was still just as taken aback by the welcome we received and the cheerfulness of the local people. I was also fascinated by the rich history of Cambodia which is just as interesting as any history of a Western country."

## Second assignment

The objective of this assignment was to begin reconstructing and renovating the oldest buildings at the centre of Trea village. Following several major floods on the site, and faced with a worsening situation due to the increasing urbanisation of the surroundings, drainage had become the priority for this association.



## CAMBODIA Phnom Penh



## In their own words: Marie Roger

"The assignment involved performing a survey and inventory of the current rainwater network and proposing improvements to limit the impact of the rainy season on the PSE site. To do so, as a technician, I put my AutoCAD skills and experience with roads and utilities to good use to produce a drawing of the current networks and planned developments. Working with Yann Dutasta, a hydraulics engineer, we explored the site and met with various relevant parties on site in order to obtain as much detail as possible for our assignment.

This assignment was a very good experience. Working partly in English was a first, as was the novel, people-focused experience of working just for a week with such a great NGO."

**Employees involved:**  
Amélie Mourneau - Jérôme Duru  
Yann Dutasta - Marie Roger

## Phnom Penh



# Enfants d'Asie

## Mission of the association

To allow underprivileged children in South-East Asia to build a better future for themselves and raise themselves permanently out of poverty. Currently present in Cambodia, Laos, the Philippines and Vietnam, it is supporting more than 12,000 children from underprivileged families who live below the poverty line.

## Assignment

Despite the students' motivation, the higher education courses they complete often do not allow them to find success in the increasing competitive job market in Cambodia. This assignment with the association Enfants de l'Asie therefore had the objective of providing training that would allow students to acquire additional cross-disciplinary skills, making it easier for them to gain a foothold in the job market. The Artelia Foundation sent volunteers who organised language, computing and "soft skills" lessons.

## In their own words: Véronique Lavastre and Réjane Léva

"During the day, we taught the employees of the Enfants d'Asie association how to use PowerPoint, Excel, Gmail and Google Drive software. We also contributed to creation of a new flyer in Khmer (the local language) and in English, to promote the association in Cambodia. At the end of the afternoon, we had a taste of the joys of Cambodian tuk-tuk traffic jams on the way to the Borey Niseth centre, where students were waiting for us after their day of lessons. Our assignment was to teach these young people how to use Excel and PowerPoint, followed by oral communication classes. These classes included practice presentations in order to encourage the pupils to express themselves in front of an audience. This was a very enjoyable experience and our challenge was rewarded by the kindness and warm welcome we received from the Cambodians. Although there were students of all levels in the class, on different courses and from different educational backgrounds, we were touched by their friendliness and desire to help each other out. The pleasure of giving these lessons on a daily basis allowed us to complete this assignment to the best of our abilities. Certainly a great life lesson to keep at all times in the back of our minds!"

**Employees involved:**  
Véronique Lavastre - Réjane Léva



# Niyamdu Dro

## Mission of the association

The association Niyamdu Dro ("let's walk together" in Tibetan) offers assistance to the inhabitants of Himalayan valleys where Tibetan culture flourishes, to develop tourism and cultural, social and economic activities there and thus ensure that they are able to maintain their cultural heritage.

## In their own words: Elsa Mondon

"We began the assignment with a few days of acclimatisation to the altitude. We had in fact landed in Leh at 3500 m above sea level and we then had to go over a pass at 4400 m a.s.l. We used these few days in Leh to meet local organisations who work in the Ladakh valley to improve access to water for the local population. After reaching the villages (a 2-day journey), we were welcomed by the village authorities, who explained their problems to us.

I applied my expertise in hydrogeology to our work on site, which consisted in evaluating the current water supply systems by visiting the village. This allowed us to estimate the water requirements. We then studied several possibilities, such as tapping springs, using the current water supply channels, creating boreholes and pumping water up from the watercourse in the valley.

This assignment was an incredible experience for many reasons. I was particularly marked by how tough life is in the Indian Himalayas where the inhabitants work hard to grow crops in spite of the insufficient water supply, short summers and very harsh winters. Despite all this, the locals maintain their positive outlook.

I was also struck by the visible effects of climate change, in particular melting of the glaciers leading to formation of lakes, and the geomorphological markers of this melting (glacial retreat and reduction in thickness)."

**Employees involved:**  
Elsa Mondon - Nicolas Gardin

# Thigspa

## Mission of the association

Thigspa, which means "drop of water" in Tibetan, a drop of water for the Zanskar, was created to assist the population and nunneries in Zanskar, in Jammu and Kashmir state in India (in the fields of education, culture, infrastructure, development, environment and healthcare).

## Assignment

This second collaboration between the Artelia Foundation and the Thigspa association was set up for the purpose of supervising installation of a solar power plant to meet the need for a solution to the lack of electricity in the Zanskar nunneries. Thanks to funding partly provided by the Artelia Foundation, the panels and batteries had already been bought and installed in advance. The Foundation therefore became involved to perform an audit of the power plant, in order to check the quality of the photovoltaic panel installation and provide training to Gatouk, the nuns and other villagers in how to use and maintain the power plant correctly. This assignment should ensure that the solar power plant will function correctly for many years.

**Employee involved:** Jérôme Mercier



INDIA  
Ladakh

## Assignment

Melting of the glaciers in India is causing a severe water shortage that is in turn affecting local crops and stock-breeding practices. Several villages have been deserted by their inhabitants who have moved closer to larger watercourses. In this context, the Niyamdu Dro association called on support from the Artelia Foundation for a hydrogeological analysis of two sites located at an altitude of 3500 m.

The main objectives of the assignment were:

- A diagnostic assessment of water supplies (drinking water and irrigation) to the villages in Pishu.
- Field investigations to define the water supply possibilities.
- An evaluation of the possible solutions for supplying water to the villages sustainably.

# Zanskar



# Namaste la Maison des Enfants

## NEPAL

# Katmandou

## Mission of the association

To help orphans (babies and children of all ages) obtain an identity that will protect them from slavery of any kind. The association then gives them an education until they reach higher education or enter the job market.

## Assignment

Namaste requested assistance from the Artelia Foundation for a diagnostic assessment to upgrade and insulate buildings in Kathmandu and Mahendranagar. After an initial meeting with local professionals and an evaluation of the problem, three volunteer architects from the Foundation went on assignment. Namaste is an association that provides assistance for the development of Nepalese orphans in Kathmandu and Mahendranagar, both in terms of school and university education and personal development (teaching in English and using the Montessori method).

## In their own words: Hasina Razafimahatratra

"I am an architect with specialised training in the problems of towns and cities in countries in South Asia, and the Namaste project allowed me to make my professional experience available to the association for diagnostic assessments of buildings and local heritage sites. In collaboration with two other architects from Artelia, we carried out humidity surveys, surveyed two orphanages located in two cities, produced a report in English and made proposals for repairs. We also met some local companies to investigate materials, had a sample of thermal roof insulation made and collected some other samples together. We also made full use of the time to install sound-proofing in the canteen on site, leaving the choice of fabric colours up to the children.

This experience is enriching on a professional, human and personal level. It is important for me to be able to apply my professional skills in ways that benefit impoverished people or those who are in need. I was lucky enough to have access to higher education. This is my way of giving something back.

Don't hesitate to get involved - you will come out of it feeling you have grown up, enriched by new emotions and experiences!"



# Projects in Africa

## Afrique en Vie

### Mission of the association

Afrique en Vie (AEV) is an association that aims to promote local development by financing micro-entrepreneurial projects in French-speaking Africa and developing actions to combat economic insecurity. It aims to promote mutual assistance and solidarity with sustainability in mind, maintain social connections and facilitate integration of Africans who are building their lives in France.

### Assignment

Faced with a major problem of access to drinking water in a rural village located on an island in Casamance, a hydraulics engineer and a hydrogeologist took action within the framework of the Artelia Foundation to support Afrique en Vie with a runoff storage tank restoration project.

### Their study revealed the following points:

- Drinking water supply, controlled by a new supply network.
- The need to upgrade runoff storage tanks and install latrines in each district, including specific features in the women's toilets for use during menstruation.
- The need to take into account management of the latrines and training of personnel in how to maintain the facilities.
- The possibility of using runoff water for market gardening.

### In their own words: Cécile Théodore

"We went there to perform an initial inventory of water resources and drainage on Niomoune island. On site, we visited the existing rainfall storage structures, which are used for drinking water supply (in order to estimate their storage capacity and the condition of existing facilities); we listened to the needs of the local population in terms of drinking water and drainage; and we looked for possible borehole sites in several locations, drawing on my professional skills in hydraulics, civil engineering and hydrogeology.

What I take away from this assignment is the need to listen to the local population, in particular the women, and a real need to involve them and give them responsibilities within the project so that they latch on to it and keep it alive in the long term.

We maintained high spirits throughout the assignment, despite the little mishaps during the trip!"

**Employees involved:**  
Nicolas Bourlioux - Cécile Théodore

## SENEGAL *Niomoune*



## Les Petites Gouttes

## SENEGAL *Mbao*

### Mission of the association

The association "Les Petites Gouttes" was created in 2014 by Senegalese people living in Grenoble. It brings people together from a diverse range of backgrounds in terms of nationality, social environment, profession, and age. The shared connection bringing them together is their strong commitment to providing a better future for vulnerable people.

### In their own words: Georges Fongang

"The Artelia Foundation gives us real opportunities to get involved in meaningful projects. The assignment carried out in Dakar with the Les Petites Gouttes association gave me the opportunity to work on a project that deals with the very real problem of social integration of Talibé people. I was able to apply my expertise in buildings and communications but above all I had to learn to adapt to different rules and regulations. As well as feeling very useful during this assignment, I came back a richer person having seen and been confronted with another culture and way of life. I appreciated the very warm welcome that we received from the local family with whom we stayed during our visit. I also appreciated how easily the inhabitants of Keur Mbaye accepted us in their daily lives and their willingness to help us when we consulted them within the framework of a neighbourhood questionnaire that we were carrying out on the subject of the state of the sewerage networks."

### Annabelle Riess

"The important objective here was to study the feasibility of a well as a source of water for the project. As a secondary objective, we studied the possibilities for connecting to the existing wastewater networks. We also conducted a ground permeability test for the plot, to study a solution involving spreading, treatment and infiltration of wastewater directly on the land plot. This point also seems important for the viability of the project given the significant volume of rainwater to be discharged. This assignment was a great experience in human, cultural and professional terms. I had to make use of my technical knowledge in a very different environment, whilst adapting rapidly given the short time for the assignment (one week). In addition, we received a very warm welcome and we were able to contribute to a project that went right to the heart of the needs of the local population."

### Assignment

For the last 4 years, LPG has regularly monitored around 165 children who live outside their family units in the Keur Mbaye Fall district, an underprivileged district located near Dakar in the municipality of Mbao. The vocation of the LPG house is to provide these children with ideal conditions of education, hygiene and care and to broaden their outlook on the world. After acquiring land and obtaining an architectural study, LPG requested the help of the Artelia Foundation with:

- studying the feasibility of the water supply, using the water resources available on site;
- identifying the needs and characteristics of the water supply circuit in the house;
- proposing solutions for water drainage.

**Employees involved:**  
Georges Fongang - Annabelle Riess  
Sophie Dieng

# Lycée Blaise Pascal

## Mission of the association

The scientific preparation course for 'grande école' entrance exams being provided at the Blaise Pascal French High School (Lycée français Blaise Pascal) is an innovative cooperative project between France and Ivory Coast. It fulfils a requirement expressed by companies for specialist engineering graduates who are able to take on responsibilities immediately after completion of their training. The Lycée offers several scholarships to excellent students from underprivileged families. Since it was created, 74 pupils have enrolled on the preparation course, in five consecutive cohorts.

## Assignment

The Artelia Foundation and the preparation course at the Lycée Blaise Pascal go to great lengths to imagine, design, propose and host training sessions for students, in Abidjan for the first two years, then in Grenoble. To make it easier to implement the association's project, the Artelia Foundation pays for 50% of the scholarship for the two students who are expected to go on to attend ENSE3 (Grenoble graduate school of energy, water and environmental sciences, within Grenoble Institute of Technology (INP)) at the end of the 2-year preparation course. In addition to these training actions, Artelia is looking at whether some interested students can be given internship placements during the allocated part of the school year.

## In their own words: Karine Desnos

"When I arrived to set up the Artelia subsidiary in the Ivory Coast, there were no relations between the two organisations. The connection was established in response to my observation of how difficult it was to recruit good candidates and also thanks to the link between the preparation course and INP Grenoble, given that Artelia France has strong connections with INP Grenoble. I therefore proposed the partnership that is in place today and which began in 2017.

Selection of the two candidates who had been mentored from the beginning of the 2018-2019 academic year took place relatively late on in the second year. We applied criteria in terms of skills and potential for our professions; also of gender, giving opportunities to girls; and financial resources, selecting pupils who would not be able to finance their studies without outside help.

Ivory Coast has great challenges to overcome in terms of training its technical engineers. Choosing to play a role in the long-term future of a country, as Artelia would like to do, requires participation in the country's own efforts. For Artelia, this partnership allows a link to be set up with the players involved in technical training in Ivory Coast, raises the profile of Artelia amongst pupils and networks related to the Lycée Blaise Pascal and provides a way to extend the presence of Artelia in the country beyond business activities alone. My colleagues native to the Ivory Coast also have the opportunity to get out of the daily office routine and share their experiences. Lastly, the link with expert-level colleagues who come to perform assignments in France makes us more widely known among our French offices and contributes to internal promotion of what we do, under a different light!

On a personal level, I was honoured to be the cohort mentor for two years and support these very promising and determined students who are prepared to travel 6000 km from their homes to a strange new environment that is vastly different to Ivory Coast, all in pursuit of their dreams. It has been wonderful to meet them all!"

## IVORY COAST *Abidjan*



## In their own words: Barbara de Dinechin, representative of the Lycée Blaise Pascal

"During the 2019-2020 academic year, we had the pleasure of welcoming 66 students, selected on the basis of qualities such as their academic level in science, capacity for work, perseverance and resilience, team spirit and open-minded attitude to other cultures. We consider it important for our pupils to establish a link with a company that is represented in Ivory Coast in order to make them aware of real issues in the world of work, and help them apt and become ambassadors of this company during their further studies in France.

## Currently, at the Lycée Blaise Pascal we are working on:

- Opening up to other schools in the INP group network .
- Access to student loans.
- Creating more boarding places: study in progress.

The scientific preparatory course has felt tangible support from the Artelia Foundation throughout the partnership. Artelia has been present at each of our events, taken part in our Engineering Days and established a special link with each and every one of the pupils."



## Eau & Vie

## IVORY COAST *Abidjan*

### Mission of the association

Founded in 2008, the objective of Eau & Vie is to improve living conditions for families in impoverished districts of developing countries, by installing running water in homes and public places and proposing an approach combining hygiene awareness, better sanitation, management of solid waste, and fire prevention.

## Assignment

At the NGO's request, the Artelia Foundation performed an initial assignment in 2018 to assess drinking water needs in the impoverished district of Gbamnan Djidan 1. The assignment report highlighted the need to build a drinking water distribution network, but also to clean up the neighbourhood by building a wastewater network. The two Artelia Foundation volunteers hence drew up a detailed design outline of the network along with a provisional estimate of the cost of the works, but also trained a young Ivorian engineer with a view to supervising the future work site.

**Employees involved:**  
Bastien Wotin - Denis Marchand  
Karine Desnos

### Shared perspectives

#### What did your assignment involve?

**Denis Marchand:** "Before we left, we commissioned a complete topographical survey of the district via the manager of Eau & Vie's Abidjan office. After we arrived, I produced a drawing of the network using AutoCAD, so that I could then outline and quantify the project."

**Bastien Wotin:** "As for me, I worked with the local engineer to draw up all the administrative and financial documents on the basis of the outlines produced by Denis. I was also able to train on-site technicians in the basics of installing and maintaining a sewerage network."

**DM:** When we arrived in at the local office, we set up our equipment on the corner of a table, found some monitors, and set to work. The atmosphere was cheerful and full of simplicity but quite studios... which didn't stop us from going to watch Ivorian football team matches."

**BW:** "Indeed, to perform our tasks efficiently we felt it was important to work on-site. We wondered what the environment would be like, as it was bound to be very different to France. So it was obvious that we needed to work on-site. Plus I will never forget the warm welcome we received from the residents of Djidan and the time we spent with them."

#### What will you remember the most about your stay?

**DM:** "My tour of the district with Audrey, who works for the local contractor, who knows everyone, always has a smile on her face, and is really attentive. And the friendliness and generosity of Madeleine, who lives next to the contractor's offices and with whom we made friends. Not forgetting the kids who were constantly clamouring for me to take photos of them."

**BW:** "The thing I will remember most is not so upbeat. We spent a bit of time with one of the neighbourhood chiefs. He explained the sanitation needs and confirmed how important they are. Sewage is currently discharge onto the streets. Most children go around barefoot, and his nephew died of a disease related to the poor sanitation."

#### What have you learned from this experience?

**DM:** "It was so action-packed and rewarding that it's hard to sum it up in a few words. It was my first trip to the continent, and this assignment gave me an opportunity to discover a little bit about Africa. To experience first-hand some of its paradoxes and contradictions, but also to meet people who are full of energy and keep on smiling even though life in their district is very complicated. I would happily go back and give them some more of my time!"

**BW:** "First experience for me too, of both humanitarian work and Africa. It's definitely a total change of scene! I agree with everything Denis says."

# Amazigh Trekking

## Mission of the association

Promoting and raising the profile of the Berber, Tuareg and Tibetan cultures by encouraging the exchange and sharing of knowledge and know-how, supporting responsible local development projects that have people and the environment at their centre, and arranging cultural and/or humanitarian trips in the countries involved.

## Assignment

More than two years after an initial technical assistance assignment, Thomas returned with the Foundation to the Bouguemez valley, in the heart of the Moroccan High Atlas mountains (250 km from Marrakech), to help Grenoble-based volunteer tourism association "Amazigh Trekking" supervise works to build a track suitable for motor vehicles.

## In their own words: Thomas Crouigneau

"This project, which aims to open up Ahbak, a village of Berber herdsmen and farmers, by connecting it with the village of Ikhf-n-Ighir, is a perfect example of development aid. It will open up access to healthcare for sick and pregnant women from the village, boost trade through fruit and vegetable sales and via tourism, and improve education by enabling the children to attend school! The works began at the end of 2018 and are almost completed. This is a real joint success orchestrated by Amazigh Trekking, which teamed up with local association Ahbak and succeeded in winning over the local partners and authorities and bringing them on board! We have done everything we can to ensure that life goes on and improves in this village, and that the children can look forward to a future in this 'happy valley'."

**Employee involved:** Thomas Crouigneau

# MOROCCO Bouguemez



# Arbalou and Hamap Humanitaire

## Mission of the association

Taking practical steps to ensure greater numbers of men, women and children are able to access drinking water, sanitation and education, and healthy, safe living conditions.

## Assignment

Targa is an isolated mountain village in the province of Ouarzazate which finds itself cut off from the world each year on account of the harsh weather. During the winter, women and children spend at least two hours every day collecting water from springs that are very difficult to access. A technical solution guaranteeing sustainable access to drinking water for the local population is to be identified and set up. The preliminary design for a network was produced in 2017, and in 2019 the Artelia Foundation helped to implement it, following on from the work done during the first assignment.

## In their own words: Thibault Desplanques

"We met the various local players in order to define and scope their expectations and then visit each village to delimit the areas that could potentially be connected to a future off-site sanitation system. I drew on my knowledge of field assessments and topographical surveys, and my expertise in the fields of hydraulics, water treatment, mapping and GIS. The substantial size of this assignment meant we had to define exactly what we were capable of producing and delivering. It was important to prepare fully for the field assessment, so we could make the most of our time in the field.

The team really threw themselves into the project, and the population was very supportive! Thank you for this opportunity to work together."

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# Targa



**Employees involved:**  
Sandrine Ducept - Thibault Desplanques  
Fabrice Landais - Fabien Seguin



# Architecture & Developpement

# MOROCCO Oulmès

## Mission of the association

A&D is an international aid organisation that specialises in construction, reconstruction and rehabilitation projects for nearly 20 years.

## In their own words:

### Jean-Paul Darrivière

"As 'retirees', Sylvain and I sought to draw on our experience in order to channel the wishes - which were often quite theoretical - of our young architect. It also has to be said that Sylvie made a huge contribution, both in terms of writing up our recommendations and taking notes in the field, in searing heat. I particularly enjoyed helping to improve the daily lives of people who are utterly destitute and to give them access to a little basic hygiene, while respecting their ancestral customs. It was also an opportunity for me to do something meaningful with the time I have available now I have retired."

### Dounia Boubbiche

"It was a wonderful trip which I will never forget. First of all, I was able to get to know Artelia employees in a totally different setting. I particularly enjoyed the contacts I had with the inhabitants of this small town; I was able to discover Moroccan culture - about which I knew nothing - in particular that of the Tamazight. But what I found the most rewarding was putting my professional and interpersonal skills to good use on a humanitarian project like this one. Personally speaking, this assignment enabled me to build real relationships with some of the inhabitants, and we are still in touch today. To sum up in a few words, I have great memories of this humanitarian assignment organised by the Artelia Foundation. What a fantastic experience!"

## Assignment

In association with A&D, a large team representing the Artelia Foundation set off to work on a project to improve access to sanitation for the population of Oulmès, a rural town of 400 impoverished households. The team's task mainly consisted in finalising the design of some small collective steam baths, focusing on the following aspects:

- Layout, depending on the future resources available;
- Design of the dual-fuel (wood or gas) heating system.
- Simplified design of an infiltration basin and leaching beds to treat wastewater effluent.

A large proportion of the assignment was devoted to meeting inhabitants of several villages, and the team performed no fewer than 50 surveys in the framework of the project.

**Employees involved:**  
Dounia Boubicche - Rachida Moukalif  
Jean Troupel - Brigitte Leboucher  
Cécile Villard - Sylvie Fayolle  
Sylvain Jeunesse - Jean-Paul Darrivere



# L'Appel

## MADAGASCAR

### *Ampetsapetsa*

#### Mission of the association

L'Appel is an international aid organisation that develops healthcare and education programmes and initiatives to improve living conditions for children living in vulnerable conditions in so-called countries of the "South".

#### Assignment

For the fifth time the Artelia Foundation has formed a partnership with L'Appel. This assignment took place in Ampetsapetsa in Madagascar, in the framework of a visit and study concerning a sanitation system for the benefit of poor farmers and herdsman. The next stages of the project, due to be performed in 2021 and 2022, will contribute to the final objective:

- Fitting tapping, filtration and settling equipment on 3 springs
- Constructing a 30 m<sup>3</sup> reservoir
- Laying 4080 m of pipes
- Constructing 17 water pillars

#### Employees involved:

Serge Lalarakotoson - Bernard Rakotoaribeby  
Wenceslas Randriamahandry

#### In their own words: the Artelia Foundation

"This assignment constitutes our first collaboration with Artelia's subsidiary in Madagascar. In the framework of skills-based sponsorship, three employees completed this assignment by drawing on their technical skills and their local knowledge. We wish to thank the entire Malagasy team for their invaluable contributions to this project and hope that this fine success will establish a tradition of cooperation between the Artelia Foundation and the company's international subsidiaries."



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