

# 2022 ANNUAL REPORT



# *Our Mission*

Helping to improve living conditions for disadvantaged populations and preserving our planet's resources



# Editorial

In 2022, non-profit organisations working in the field benefitted from the commitment and skills of Artelia Group employees based in France, Cambodia, Ivory Coast, the Philippines, Rwanda and Thailand. Our ambition remains the same: supporting the long-term, inclusive development of non-profit projects by implementing humanitarian assignments and actions to protect the environment. This is the cornerstone of our philanthropic work. Over the past year, partnerships were strengthened and new collaborations were sealed.

Improving access to water, developing living and working spaces, passing on knowledge and providing employability support were the key challenges we helped to address. We also stepped up our commitment to environmental issues by rolling out a “Climate Contribution” approach. Our aim is to support projects that avoid or capture greenhouse gas emissions while paying special attention to the social benefits. In this framework, we launched two first calls for projects focusing on the circular economy and the protection of “blue carbon” ecosystems. By supporting projects with a positive socio-economic impact, we aim to foster a just and sustainable transition.

The year was marked by a number of special events that gave Artelia employees opportunities to get involved in group initiatives supporting community-oriented causes. These events bring people together and are designed to encourage them to take action in their local area.

Moving into 2023, we are keen to meet our partners' needs to the best of our ability, and are as determined as ever to offer joint responses to the social and environmental challenges of our times.



Armelle Valentin  
Chair of the Artelia Foundation  
Board of Directors



Jade Becret  
Manager of the Artelia  
Foundation



Jacques Gaillard,  
Founder of the Artelia Foundation

**After 16 years as Chairman of the Artelia Foundation, Jacques Gaillard handed over to Armelle Valentin in June 2022.**

In creating the Sogreah Foundation, which later became the Artelia Foundation, Jacques Gaillard channelled his vision into philanthropic actions. Thanks to this unique approach offering opportunities to contribute to community-oriented projects, more than 80 non-profit organisations have been supported by the Artelia Foundation and committed Group employees. This philosophy of giving has remained unchanged over the years.

The Artelia Foundation provides financial support for projects and teams involved in community-oriented causes and enables volunteers to give of their time and their skills. More than 260 projects implemented by non-profit organisations in 28 countries around the world were supported in this way between 2006 and 2021.

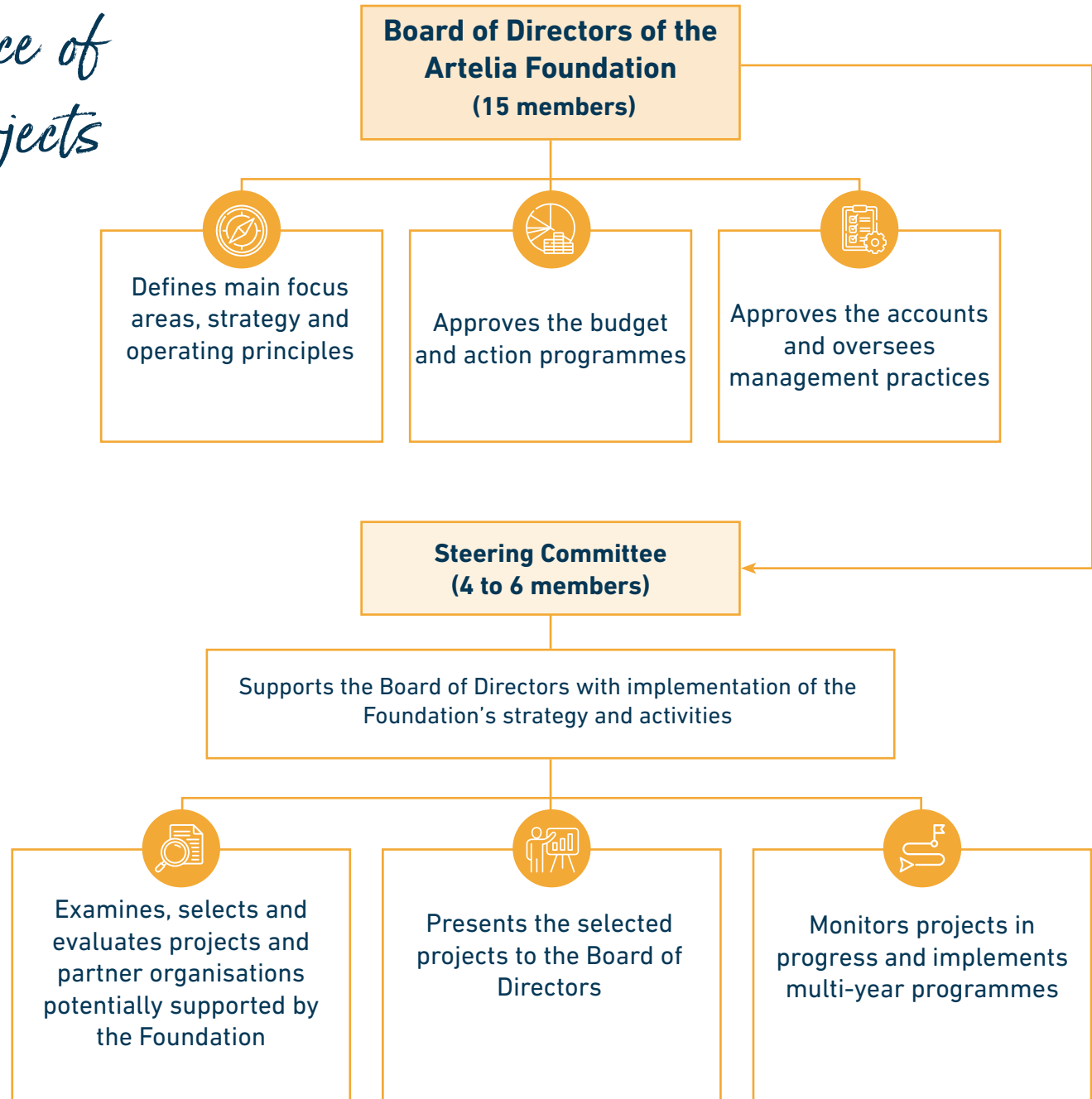
*It is a great honour to take over from Jacques Gaillard, who created and inspired the Artelia Foundation back in 2006, and I am very excited about this new role. Having been a Foundation director for several years, the time has now come for me to get even more closely involved alongside the operational team and the Artelia volunteers meeting the challenges that lie ahead by supporting our partner non-profit and non-governmental organisations, explains Armelle Valentin, head of Artelia's Hydraulics Skills Network and Artelia Foundation director since 2017.*



# Governance at the service of community-oriented projects

The governance of the Artelia Foundation guarantees the independence, transparency and stance of its action in aid of community-oriented causes. It is composed of two decision-making bodies: a Board of Directors and a Steering Committee.

Renewed every three years, the Board of Directors comprises 15 voluntary members of whom two-thirds represent the Artelia Group and its employees. The remaining third is made up of qualified individuals, many of whom have a background in the non-profit sector. The Foundation's finances are inspected annually by a specialist auditing firm.



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# Projects supported in 2022 around the world



# Key figures and milestones for 2022

**2** calls for projects

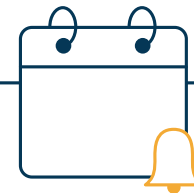


**28** non-profit organisations supported through

**15** countries



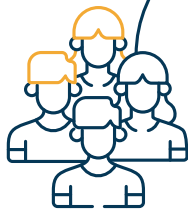
**3** special events



**1** emergency fund



**57** collaborators committed



**1** "Coup de cœur" award





# The commitment of Artelia employees at the heart of our action

The Artelia Foundation offers volunteers opportunities to get involved in non-profit projects in keeping with their aspirations.



## Solidarity leave, a long-standing form of voluntary work

Volunteers complete an international humanitarian assignment funded by the Foundation during part of their annual leave. They make their skills and expertises available to the project in the field.



## Skills-based philanthropy, a means of volunteering in the local community

Volunteers carry out community-oriented actions harnessing their skills during working hours, either close to their workplace or remotely.



## Special events, reflecting the Artelia Foundation's values

These are organised in-house by the Artelia Foundation, and aim to galvanise as many Group employees as possible. The overall objective is to raise volunteers' awareness of the various humanitarian and environmental causes supported by the Foundation.



HELPING TO IMPROVE LIVING CONDITIONS  
FOR THE MOST VULNERABLE

# SOLIDARITY





In March 2022, the Artelia Foundation's Board of Directors granted an emergency fund amounting to 50,000 euros to support victims of the conflict in Ukraine.

An initial monetary donation of 20,000 euros was paid to **Banques Alimentaires**, the French federation of food banks, to purchase food and other essentials and distribute them to civilian populations in Ukraine and neighbouring countries, as well as to refugees arriving in France.

In July 2022, two other non-profit organisations operating on the ground alongside victims of the conflict received financial assistance amounting to 30,000 euros from the Artelia Foundation. The grant allocated to **Aide Médicale et Caritative France-Ukraine (AMCFU)** was used to purchase an ambulance and ship it to Kharkiv, a city which has suffered heavy bombardment.

The NGO **Solidarités Internationales** supplied hygiene kits, bottled water and water filters. The Artelia Foundation also financed the rehabilitation of sewerage infrastructure in areas welcoming displaced people as well as in transit zones, especially in the oblasts of Lviv, Uman et Dnipro.



*Kharkiv, the second largest city in Ukraine, has been subjected to widespread bombing: 117 public buildings, 18 hospitals including a perinatal centre and a children's polyclinic, have been damaged or destroyed. Our organisation decided to supply an equipped ambulance with the donation from the Artelia Foundation, to whom we are extremely grateful, and with funds raised through the appeal organised by the SAFU collective in aid of the city's inhabitants.*

**Dmytro Atamanyuk, AMCFU**

**500 m<sup>2</sup>**  
floor area refurbished



## 📍 Marseille

The **non-profit organisation Lazare** sets up supportive house-shares bringing together homeless people and young workers. It provides unemployed residents with employability support, and runs a programme to combat drug addiction.

The Artelia Foundation decided to provide funding for the project to refurbish the house owned by Lazare in Marseille, in order to enable the family in charge of running it to live alongside its fifteen housemates.



Capabilities for action

**— doubled —**

## 📍 Saint-Pierre de la Réunion

The **Mascareignes Food Bank** has set out to build a new warehouse, administration and distribution centre in Saint-Pierre de la Réunion, to complement the three locations it currently runs. This new space, with a surface area of 3000 m<sup>2</sup>, will accommodate the main warehouse and head office of the organisation, enabling it to keep pace with the increasing demand for its services (10% each year).

To help the Food Bank bring its project to fruition, Artelia's volunteer employees carried out a preliminary scheduling study and a theoretical technical feasibility study. These will enable the organisation to seek funding from its partners.

## 📍 Nice

Since 2013, the **Antoine Lacassagne Center** in Nice has been renovating and refurbishing its patient accommodation centre, La Consolata. The centre meets two needs: a comforting place to stay for patients receiving treatment, and a solution to the issue of housing for relatives or friends accompanying them.

Artelia's volunteers drew up an architectural design study to create a new friendly and welcoming environment. The spaces, storage facilities and furniture have been redesigned

to enhance convenience and flexibility. Thanks to this assignment, the Antoine Lacassagne centre will be able to proceed with the works it wishes to carry out.



# 14

bedrooms refurbished





**Emmaüs Défi** is a social innovation laboratory with a mission to seek the best solutions for combatting severe social exclusion. As the organisation is growing, it needed to expand its employees' work spaces.

The task assigned to Artelia's volunteers involved adapting the 210 m<sup>2</sup> existing spaces to create three new offices, three meeting rooms, a class room and two discussion areas dedicated specifically to people on employability support programmes.



**220**  
employees and  
**200**  
volunteer beneficiaries

The partnership between the Artelia Foundation and Emmaüs Défi is continuing in 2023 with the launch and supervision of the recommended works.

 For our project to reorganise some of the spaces at our site in the 19th arrondissement of Paris, we were fortunate to be supported by the Artelia Foundation. From the design stage right through to handover of the works, we were assisted by an expert team of Artelia volunteers who listened to our needs and took our constraints into consideration. They advised us with the technical and organisation decisions we had to make, and supervised the works very meticulously. It was a pleasure to work with the Artelia Foundation on this important project, which will help us improve the social and professional support we provide to workers on our programmes.

Paul Chevalier, Emmaüs Défi



8

## young migrants prepared for employment

Paris

The non-profit organisation **Aux Captifs, la Libération** was founded in 2015 to help extremely deprived young migrants find employment by training them as painters and decorators. With support and assistance from the social workers of Aux Captifs, the trainees develop both know-how and soft skills.

Artelia's volunteer prospected for new work in the building sector on behalf of the workshop run by Aux Captifs, enabling it to set up new partnerships and win new contracts. The trainees also received assistance with writing their CVs, giving them a further opportunity to boost their employability.



*The folk at the BOSCO workshops are doing an outstanding job helping these men, who are living in extreme deprivation. The trainees are undocumented and come from an environment where prostitution is rife, as a result of which they are often far removed from the world of work and living in conditions that are hard to imagine when you come to the office every morning and go home every evening... To support them into employment, the workshops offer them painting work, but also a community, guidance for everyday life, and training courses.*

*My assignment had two objectives: finding painting contracts enabling the migrants training with BOSCO to work, and helping them find employment by putting them in contact with companies capable of taking them on work placements with a view to hiring them. The short period of time we spent together was extremely humbling!*

**Philippe Laplanche,**  
Artelia Buildings, Greater Paris Region BU






Risk assessments of  
**3** storage facilities

## 📍 Caribbean

The **PIRAC** the **Regional Intervention Platform for the Americas and the Caribbean** run by the **French Red Cross**, requested assistance from the Artelia Foundation in the context of its risk and disaster prevention activities, one component of which involves pre-positioning units storing emergency equipment. These units, built out of shipping containers, are placed in areas of the Caribbean region that are considered to be difficult to access.

The aim of the partnership was to develop models for small storage facilities capable of withstanding an earthquake or hurricane, using resources that are economical and easy to deploy. The study performed by two Artelia employees determined the various loads to which the unit is likely to be subjected in extreme conditions, in order to draw up the dimensional design of the structural elements as well as the construction and connection details.

 *We commend the engineers involved in this project for their availability and the quality of their work, enabling us to achieve our objectives. Thanks to them, the French Red Cross is better equipped to operate in the Caribbean region.*

Léonor Lapôte, PIRAC



**80**  
beneficiaries, including  
60 children

## 📍 Rwanda

The non-profit organisation **L'Appel** has been working in Rwanda since 2006 to improve access to decent housing for extremely vulnerable children and families. Up to now it has built or refurbished fifteen family homes. Its mission also includes increasing access to drinking water.

The assignment carried out by Artelia's volunteer involved checking the drawings and quotes produced by a Rwandan design office. Recommendations were also issued for limiting the risks of damp and damage to the houses and the water network. This technical assessment enabled the organisation to anticipate the difficulties it could potentially encounter while building permanent homes.







## Implementation of **2** engineering studies

### 📍 Togo

In the context of a project to develop healthcare systems in Togo, the non-profit organisation **Chaîne de l'Espoir** aims to build a paediatric surgery unit within Sylvanus Olympio university hospital (CHUSO) in Lomé. This involves reinforcing the existing facilities by extending the paediatrics department, which is saturated and unable to meet the increasing requirements of the Togolese population.

Artelia's employees drew up the architectural design study and the technical study for the future paediatric surgery unit, composed of several modules: an operating suite, sterilisation unit, post-anaesthesia care room, hospitalisation facilities, and critical care unit.

### 📍 Cameroon

In 2019, the non-profit organisation **Nkwe'ni** opened a home for orphaned and disabled children in the Bafang region of Cameroon. It aims to give these children access to schooling and a healthy diet, while ensuring their well-being and safety.

Two Artelia volunteers performed an exploratory assignment to assess the possibilities for supplying a future organic educational farm with water.



**10**  
children benefited

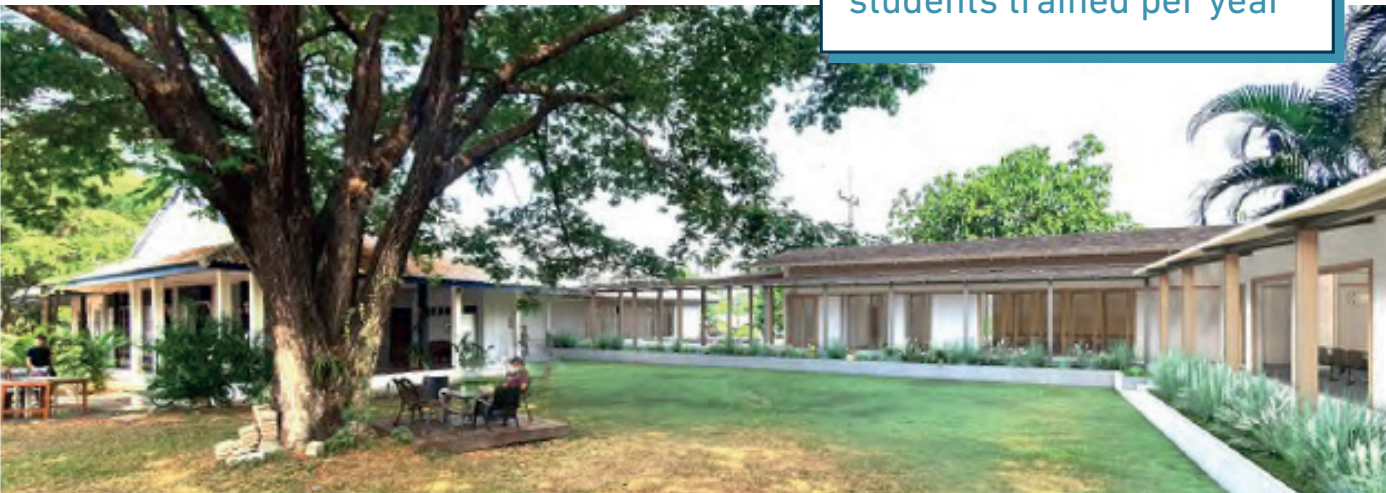


## 📍 Thailand

The catering school at the **European Institute of Cooperation and Development (IECD)** and its local partner the **Tak Border Child Assistance Foundation (TBCAF)**, located in Mae Sot in Thailand, train young adults from disadvantaged rural communities. The aim of this programme is to foster the social and professional integration of the beneficiaries.

The project supported by the Artelia Foundation involves setting up a module dedicated to food service training. Artelia's teams in Thailand supported the IECD by implementing feasibility, engineering design, procurement and construction management studies for the new facilities (seminar space and guest rooms) to be built within the Training Centre. This assignment helped to strengthen the school's network, generate additional income and boost the integration of students into the workplace.

**95**  
students trained per year



**3**  
campuses audited, training  
**1800** children

## 📍 Cambodia

Pour **un Sourire d'Enfants (PSE)** is a non-governmental organisation that has been working alongside disadvantaged children in Cambodia for twenty-five years.

In 2022 the Artelia Foundation chose to support this long-standing partner by means of skills-based philanthropy. Employees of Artelia Cambodia assessed three school campuses in Phnom Penh and issued the recommendations required to improve the safety of their electrical installations, thus ensuring the children will have access to a good-quality education. This project follows on from the work to renovate and upgrade teaching buildings undertaken in 2019 by our employees, and will continue in 2023 with a new assignment.



A grant of

€10,941

## 📍 Cambodia

**Kampuchea Sela Handicap (KSH)** runs a home and sheltered workshop dedicated to helping young adults with intellectual disabilities to integrate socially and professionally into Cambodian society. The project consisted in expanding and refurbishing the “L'Irrésistible” jam factory, the coffee shop and the training centre. The organisation enables beneficiaries to attain a degree of financial independence by developing an educational programme tailored to their disability.

Two Artelia employees travelled to Cambodia to help KSH with this project. They performed an architectural feasibility study and drew up a technical programme to optimise the scheme and the works required to bring the facilities into line with current health and safety standards. The Artelia Foundation then provided additional support in the form of a grant enabling the works recommended by the volunteers to be implemented.



Our organisation Kampuchea Sela Handicap was fortunate to obtain support from the Artelia Foundation to install a professional jam production area - a sheltered workshop dedicated to preparing young Cambodian adults with intellectual disabilities to enter the workforce. We are extremely grateful to the Artelia Foundation and the employees involved for their unstinting support, their kindness, and their contribution to the development of our facilities, boosting our capacity to help beneficiaries become independent and integrate into society.

Valentin Dube, KSH



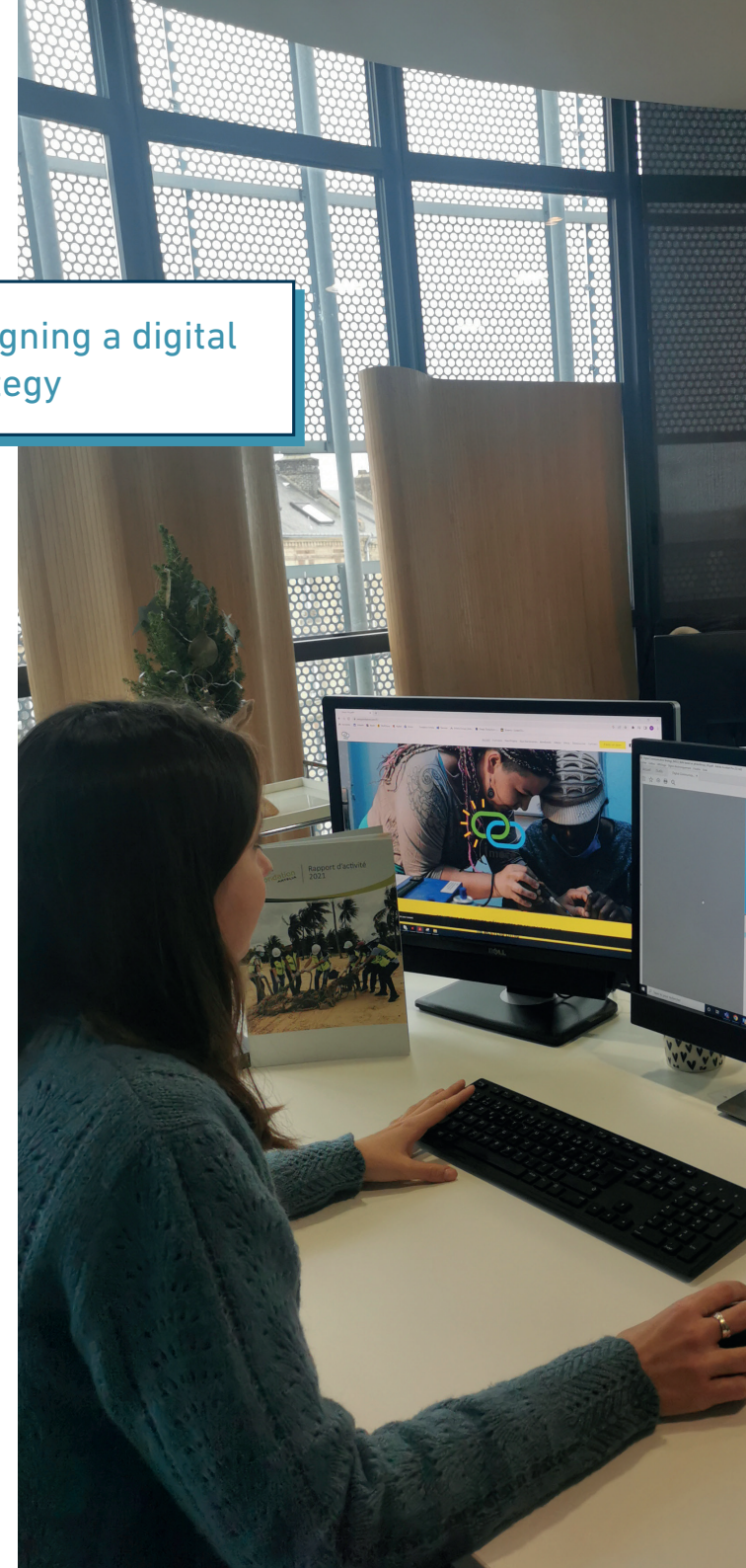
The non-profit organisation **IMECE** organises humanitarian actions to support disadvantaged communities in France and all over the world. Since 2019, in collaboration with its Turkish partner, IMECE teams have been supporting displaced people in the Izmir region, through actions including a programme called Solar Age which aims to train vulnerable exiled women in solar engineering. By teaching them practical skills, the organisation strives to help these women, participating on a voluntary basis, to become financially independent. The second programme that has been set up, called Back to School, aims to guarantee access to education and schooling (reading, writing, mathematics, sciences) for refugee children. Distributions of food and other essentials are also organised. To raise the profile of the actions being carried out by IMECE, an Artelia volunteer designed a digital communication strategy. By sharing best practices for running the organisation's website and social media accounts, the mission shone a spotlight on the two integration and education programmes offered to displaced women and children, in order to boost sales of solar batteries and drive an increase in financial support.

*I was able to interact with the organisation's teams in France, Turkey and Germany from my workplace in Normandy. We collaborated naturally and spontaneously on identifying areas for improvement, in order to recommend some efficient, user-friendly communication tools. It was a very rewarding experience that gave me insight into the non-profit world.*

**Hélène Durand, Artelia Holding**

## 2

days devoted to designing a digital communication strategy





## 📍 Philippines

The non-profit organisation **Enfants du Mékong** implements projects focusing on protecting and educating children from disadvantaged families in South-East Asian countries. In 2022 the Artelia Foundation instigated a new multi-year programme to support this work, thanks to Artelia's teams in the Philippines. The volunteer employees are supporting a class of students in Tuguegarao by helping them prepare for working life and providing them with software training.

*The Artelia Foundation has been supporting the work of Enfants du Mékong since 2012. Today, volunteers from Artelia Philippines are supporting a class of Filipino students in Tuguegarao until they graduate. The students are proud of the fact that working people are giving of their time to share their experiences. They have had an introduction to time management and speaking in public, and have boosted their skills in Excel and PowerPoint. Many thanks to everyone committed to helping these Filipino students progress. These exchanges are very meaningful.*

Agathe de Courville, Enfants du Mékong

Sponsorship over a period of

# 5 years

*Inspiring and encouraging young people drives you to go above and beyond. It makes you feel you have genuinely helped some people who are facing difficulties. I'm so pleased I was able to take part in this assignment!*

Kristine Joy De Jesus, Artelia Philippines

## Philippines

In cooperation with the non-governmental organisation **Bantu PH** and the Artelia Foundation, teams from Artelia Philippines supported a long-term development programme aiming to help twenty-six young people from the San Andres Bukid shanty town in Manila. Several vocational training seminars were organised between February and June 2022, during which seventeen Artelia volunteers provided the beneficiaries with specific skills with the aim of equipping them to obtain an internship or a job. At the end of this programme, two of the trainees were hired in the IT and Human Resources departments of Artelia's subsidiary in the Philippines.

*It's inspiring to see the progress these young people have made in the last few months, and the efforts put in by my colleagues to supervise them. I have high hopes for this generation; the more outgoing ones encourage the whole group, and the shiest ones feel free to speak out. The themes covered included how to use Excel or write a CV, as well as soft skills, communication and relationship management. This programme provides them with training in various tools while also sharing best practices, to help them flourish in the corporate world.*

**Robin James Enclona, Artelia Nordic.**

# 26

young people supported on their career paths



25

children housed



## Philippines

**Concordia Children's Services** is a non-governmental organisation that protects orphans from disadvantaged backgrounds by setting up residential and community programmes in Manila. Teams from Artelia Philippines carried out repairs to the structure and electrical installations of the building Concordia uses as a children's home. Among other things, the work made the building more fire-resistant, providing a safe environment for the resident children and staff.

## Iraq

**Fraternité en Ira** implements development projects in the fields of work, healthcare and education to support religious minorities in Iraq. It promotes solutions for supplying electricity from renewable sources (solar, hydropower) to boost the country's economic development. The assignment carried out from France by Artelia employees involved assisting the organisation with its project to install a hydropower plant, which is set to provide electricity for nine isolated mountain villages with a total population of nearly a thousand.

9

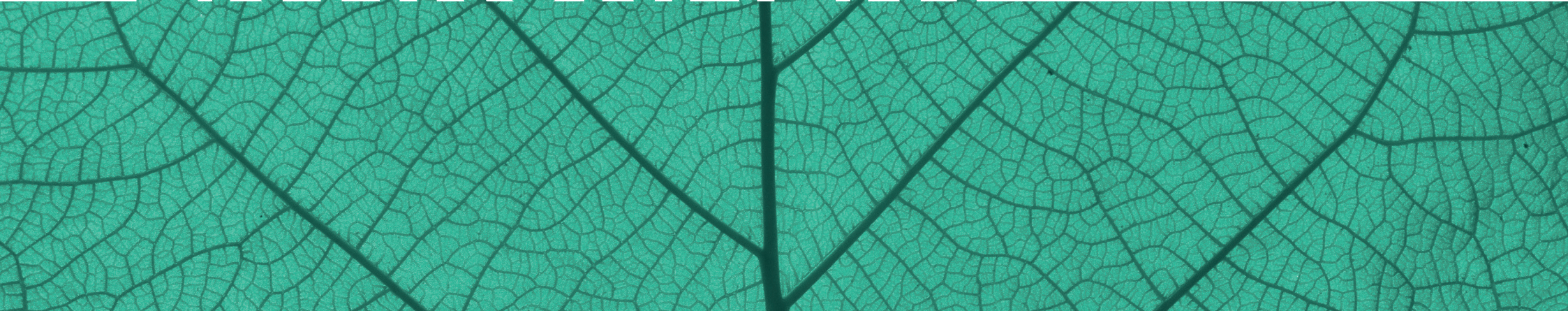
isolated villages concerned by a project to build a hydropower plant





SUPPORTING PROJECTS PROMOTING A GREEN  
TRANSITION THAT LEAVES NO ONE BEHIND

# ENVIRONMENT





## Benin

The non-profit organisation **Gbobètô** uses waste recycling as a driver for regional development in Porto-Novo in Benin, with the aim of making the city clean and healthy, but also bolstering a circular economy creating long-term jobs. Household waste placed by inhabitants in collection bins across the city is recovered, treated and transformed by a cooperative employing a team of women. This is a means of helping them become independent while contributing to sustainable development in their region.

The Artelia volunteers helped the organisation set up and organise the waste sorting process in order to optimise recycling, improve working conditions and ensure better wages for the women. They hence contributed to building the value chain in order to support Gbobètô in deploying appropriate innovative waste recovery solutions.



*The assignment Loïc Reuzé and I carried out focused on supporting the women at the cooperative in charge of recovering reusable materials, with a view to optimising the household waste sorting process. After making some field visits, we were able to defend the cooperative's interests in its dealings with the waste and sanitation management company. We proposed several areas where technical and organisational improvements could be made at the waste collection points.*

Corentin Perret, Artelia Water & Africa, Middle East

# 52

women are contributing to sustainable development in their region



# Calls for projects contributing to protecting the climate

Tying in with its “Climate Contribution” approach, the Artelia Foundation launched its first two calls for projects dedicated to protecting the climate in February 2022. The themes chosen - the protection of blue carbon ecosystems, and the circular economy - resonate with the Group’s business lines. The aim of these actions is to limit CO<sub>2</sub> emissions and capture carbon. Six winning projects received **financial support** from the Artelia Foundation, out of a total package amounting to 80,000 euros. Three of them also received **technical support**.

## Winners of the “Circular economy and resource conservation” call for projects



**Entrepreneurs  
du Monde**

This organisation helps young men and women from deprived districts in Greater Lomé with innovative start-up projects, in this case the creation of a system for collecting and recycling plastic waste. In this context it is also supporting the development of a workshop for sorting and transforming waste and creating new products for local use, such as furniture and construction materials.



**R4  
Reintegrate, Re-employ, Recycle,  
Reuse**

The non-profit organisation Arès is looking to create a channel for reusing construction materials and use it as a basis for reintegrating people struggling with severe professional and social exclusion. Having completed a pilot project, Arès is about to set up operations at a dedicated site in Seine-Saint-Denis, in the suburbs of Paris, in order to boost its materials handling capacity, develop its business, and take on more workers on its employability support scheme.



**Initiatives  
Solidaires**

The organisation’s teams help the long-term unemployed to join or rejoin the labour market by setting up activities that contribute to the environmental and social transition. It was one of the pioneers of recycling in the social economy sector back in 2014 when it set up its scheme to repurpose wood and metal materials. The project supported involves creating a new workshop to recycle materials obtained from waste sports equipment in the Greater Paris region.

## Winners of the “Projects contributing to protecting blue carbon ecosystems” call for projects



**Restoring the Ampakahabe and Tsimkoura mangroves with local civil society**

The project being implemented by the **French committee of the IUCN** with non-profit organisations **Mangrove Environnement** and **Tsaratanana** aims to restore two sites covering 15 hectares where mangroves have been severely degraded, leading to coastline erosion and endangering a number of villages in Madagascar and Mayotte. The project is fostering a sustainable approach to managing the two sites by securing the involvement of the local population.



**REPIC REstoring Posidonia beds Impacted by anChors**

The project being implemented by **l'Œil d'Andromède** aims to instigate a long-term process to restore meadows of Posidonia, a species that plays a vital ecological role but is threatened by boat anchoring. By recovering fragments of meadows ripped up by anchors at several affected locations in the south of France and replanting them in their natural environment, the project is helping to strengthen the Posidonia population and raise awareness about its importance.



**Linda Bahari Pamoja: protect our oceans together**

The aim of the **Linda Bahri/CEBioS** project is to build local capacity to protect coral reefs and to conserve and manage marine resources, by appointing ambassadors from local communities. It is organised around three key areas of focus: training local people to protect and restore coral reefs, actively restoring coastlines by collecting scientific data, and raising awareness among local communities and fishermen, whose activities have an impact on the health of these ecosystems.

Two selection committees composed of Artelia Group employees and external specialists (BlueSeeds, Ifremer, Ikos and Plaine Commune) met in June 2022 to select six winners from among more than a hundred projects submitted. The judges were particularly sensitive to the social and environmental co-benefits of the projects, beyond their impacts for the climate alone.

## "Coup de Coeur" award

### L'Atelier R-are takes the Artelia Foundation's "Coup de Coeur" award!

Between 7 and 18 November 2022, Artelia's employees were invited to vote for their favourite of three projects dedicated to the circular economy that had been picked out by the Artelia Foundation as part of its call for projects. These projects are deeply rooted in their local areas, and are helping to limit the environmental impact of human activities by promoting the reuse and conservation of resources.

With 62% of the votes cast, **L'Atelier R-are** took the prize and received a grant of **5000 euros** for its project to transform an area of disused industrial wasteland into a model carpentry workshop dedicated to reusing waste wood from the construction sector.

**L'Atelier R-are** is an non-profit organisation working to develop human potential and material resources at a regional scale. A work integration social enterprise (WISE) founded in 2019 and

member of the Emmaüs movement, l'Atelier R-are runs an initiative specialising in the reuse of waste wood. Its aim is to help reduce the impact of unused wood-based materials while conserving natural resources and encouraging the emergence of new jobs to bring about the green transition.



100

municipal workers made aware of the green transition



*Ivory Coast*

**Moi Jeu Tri** has launched an eighteen-month programme to support the green transition in four municipalities of Abidjan by placing schools and education at the heart of the transformation. One of the project's objectives is to assist these municipalities, raise their awareness and build their capacities by setting up channels for managing and recovering recyclable waste, as well as training workers and providing employment support by creating regional ecosystems.

The assignment carried out by Artelia's volunteer involved designing training tools on the treatment and recovery of household waste and on the related health issues.



A grant of

€5,000

*France*

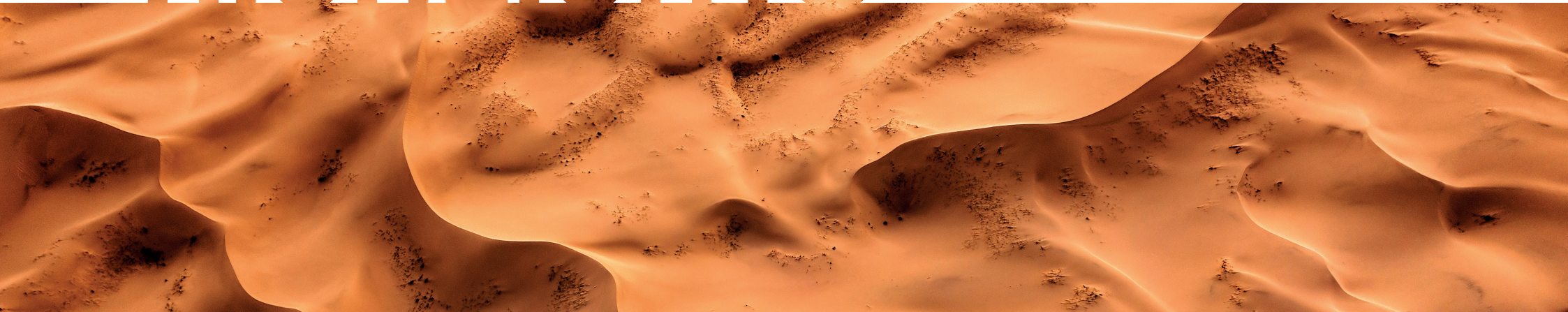
In 2022 **Ronalpia** launched a programme to support initiators of projects to develop the circular economy. The nine-month programme is being implemented in partnership with the Grenoble metropolitan area authority, and is supporting four to five major projects. The Artelia Foundation backed this first cohort of winning projects by providing financial support.

In the context of a deconstruction project carried out by an Artelia team based in Lyon, a batch of office furniture was donated to beneficiaries of Ronalpia. This operation was in keeping with the circular economy approach adopted by the Artelia Foundation, by enabling people who had recently initiated projects to fit out their premises.



GROUP INITIATIVES TO  
BRING PEOPLE TOGETHER

# HIGHLIGHTS



# 2022 sports challenge

## Sports challenges to support good causes

Each year the Artelia Foundation invites Group employees to take part in the Sports Challenge as a means of raising funds for three partner non-profit organisations. In 2022, the kilometres run, cycled or swum in official races or competitions were converted into donations paid to the following organisations:

### Baan Dek Foundation

Enabling children to access education, healthcare and protection in Thailand.

### L'Appel

Supporting children in situations of extreme deprivation around the world.

### Le Rocher, Oasis des cités

Support for residents of disadvantaged neighbourhoods.

191

official sporting  
races held



91

participants



5 425.2

kilometres covered



5 740€

donated to L'Appel



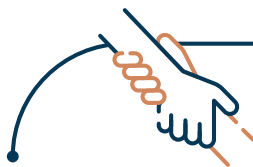
4 455€

donated to Baank  
Dek Foundation



4 805€

donated to Le Rocher  
Oasis des Cités



# Clothing donation drive to help the unemployed

Committed to employability support and equal opportunities

In partnership with non-profit organisation **La Cravate Solidaire**, which helps men and women on employability support or back-to-work schemes to achieve their professional goals, the Artelia Foundation organised a clothing donation drive for the second year running, at the Group's branch offices in Bordeaux, Choisy-le-Roi, Echirolles and Le Havre. Employees at the participating locations had opportunities to discuss discrimination

in recruitment with representatives of the organisation. But this clothing drive fulfilled two objectives. The organisation's aim is to ensure that disadvantaged jobseekers have the skills and clothes they need to make a positive impression during job interviews. But it also seeks to reduce our environmental impact by giving a second life to outfits that we no longer wear.





# Toiletry donation drive

## To encourage giving and engagement

Almost three million people in France are currently living in hygiene poverty, according to a study published in 2021 by Dons Solidaires in partnership with the polling firm IFOP. The same study also found that two million people felt concerned about their personal hygiene, and that three-quarters of these had cancelled a job interview at least once because of their appearance. Physical appearance and personal hygiene have a real impact on self-esteem and a person's ability to integrate into the workplace and society as a whole.

The men and women of Artelia were extremely generous for Giving Tuesday in 2022. Nearly 30 establishments in France and around the world collected toiletries or basic necessities to be passed on to partner organisations supporting people who cannot afford to buy them for themselves.



# Artelia TrashTag Challenge

Helping to preserve  
our environment

For World Environment Day on 8 June 2022, the Artelia Foundation and the Artelia Group's Mobility, Environment and Sustainable Development Committee joined forces to organise the third Artelia TrashTag Challenge, an event to raise environmental awareness by picking up waste.

Nearly 1000 Artelia employees from around the world (Germany, Spain, France, Italy, Philippines, UK, Oman, Vietnam) put on their gloves and helped to clean up litter from around Group sites. After the teams had finished, they got together to share a informal vegetarian meal.





The Artelia Foundation team is extremely grateful to the partner organisations that are striving day by day to build a better world, and to the Artelia teams who contributed to its work in 2022.

ALEXIA MARCHAL | AMELIE MOURNEAU | CHHAYHOUR NORNG | COLINE GRIGNON  
CORENTIN PERRET | CORINNE DRUJON | EVARISTE MUSHAKASHATSI | GWENNAËL SOUDANNE | HÉLÈNE DURAND  
IMANE EL FATINI | JAHZIEL JOASH DE JESUS | JEAN-PIERRE GIROZ | JEAN-SÉBASTIEN MILESI  
LAURE DE GARATE | LÉA DELEBARRE LÉO BEZU | MARC BOISSON | PHILIPPE LAPLANCHE | KRISTINE JOY DE JESUS | RITA ALITA BALILI  
ROMUALD DANGUIN | SAID LEFRERE | SAMBATH EURN | THIBAUD CHAUDAN | PAUL BILLARD  
RONAN FERCOQ | FLORIAN BLIN | PIMCHANOK SIRISUPANON | CHANON NAIYANANON  
APINAN PHUANG-ANGTHONG | YINGYOS PIMTHONG | WASAMON KRABAO | CHONHATAI CHOMPUNUCH | LOÏC REUZE  
RIKKE DE LASSON FABRIN | GREGORY BRUNOD | VUONG-DIEU TRINH | ETIENNE LOISEL  
GAETAN DAUTOISHERVE DEKERMENDIJAN | MAUD GRANDPERRET | SEBASTIEN PETIT | FREDERIQUE RIVOIRE MATRAY  
LAURENT BESSON | NEIL BRYAN DULDULAO | ROBIN JAMES ENCLONA | PAUL IBANEZ  
REINA TENORIO | MELINDA ORDAS | RANIELA RABE | JAHZIEL JOASH DE JESUS | ANGELA REPUYA  
DEAH ALELIE SO CHAN | RODEL BACCAY | PEEJAY OLIVAR | BERNARD GARCIA  
JOHN REY DANGILAN JR. EUNICE YAO | LARA BARRAMEDA | KEITH RICHARD JABRICA | HUNNY SARMIENTO | ROMEO PEÑA

Artelia employees who completed an assignment on a solidarity leave or skills-based philanthropy basis for the Artelia Foundation in 2022.

