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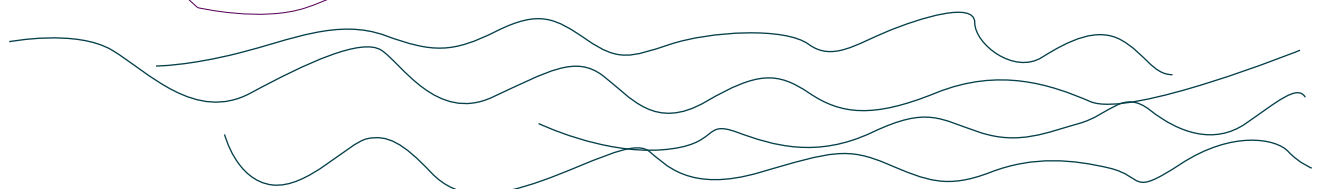
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Sharing cultures and perspectives





The Artelia Foundation sets itself apart through its ambition to make the technical and human skills of its employees available for a wide range of humanitarian assignments. NGOs and associations are thus able to develop projects that make a real difference thanks to our employees' contributions. By giving of their time and experience, anyone can help to ensure a successful outcome for a social, environmental or humanitarian project.

In 2018, the Artelia Foundation continued working to this end:

- At an international level, with the realisation of eight projects. In remaining focused on our long-standing partners, we have continued to support the development of young engineers through Enfants du Mékong in Cambodia and to raise awareness among villagers regarding their use of drinking water in collaboration with the Amitiés Isère Dagaba association in Ivory Coast. With the ADESAF, we have provided four villages in Burkina Faso with access to drinking water. In parallel, we have conducted a similar study in Madagascar in collaboration with Énergies Sans Frontières, with the aim of opening up access to drinking water for as many villagers as possible.
- In France, by continuing to promote the sponsorship of youngsters from underprivileged areas via associations such as Nos Quartiers ont des Talents, Sport dans la Ville and Proximité. We have also renewed our commitment alongside Lazare and Simon de Cyrène.
- By subsidising ambitious environmental projects such as Earthwake, by supporting the creation of a sanitation network in the Djidjan district, in Ivory Coast, and by promoting the development of communal housing schemes with Simon de Cyrène. We also decided to lend support to the classes being provided at Abidjan high school to prepare students for engineering school admission tests, in order to help develop the skills of promising young Ivorian engineers.

In addition to these projects on which field assignments took place during the year, 2018 also witnessed many contacts with associations looking for technical support: more than 30 different projects were assessed and approved by our Board of Directors. Some exciting projects in France were identified with Emmaüs and our partners in the field of professional integration, in addition to some increasingly ambitious projects around the world. Since our building construction engineers have many strings to their bow and a wide range of skills, we are currently rolling out some compelling international projects in Nepal, Ivory Coast and Senegal.

We will be back again in 2019 with more moving feedback from volunteers and more remarkable projects to support.

Jacques Gaillard

Chairman of the Artelia Foundation

Laure Daudin

Operating Manager of the Artelia Foundation

Key figures and milestones for 2018

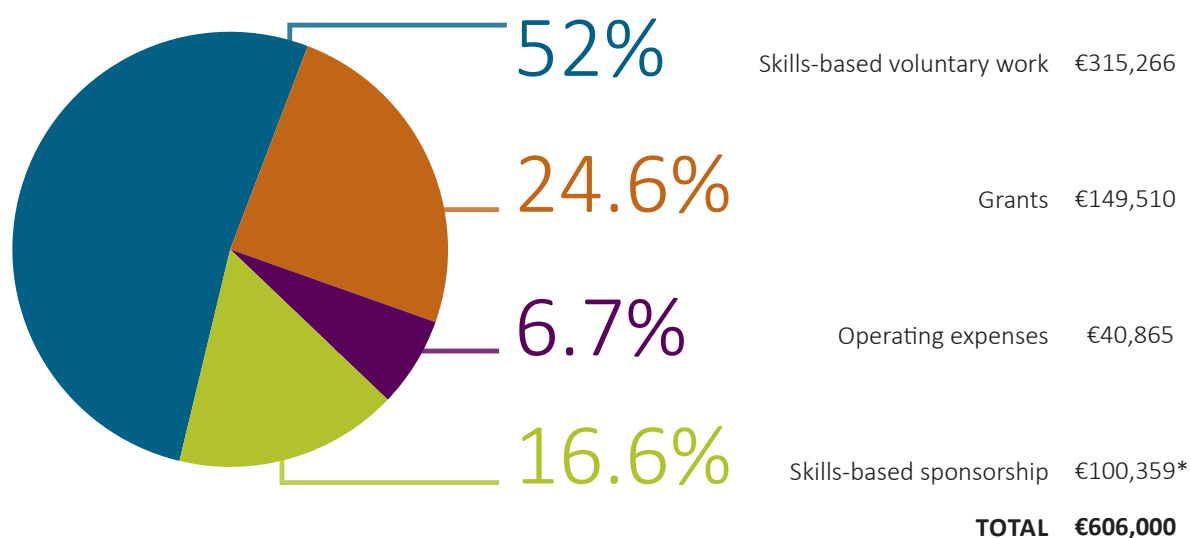
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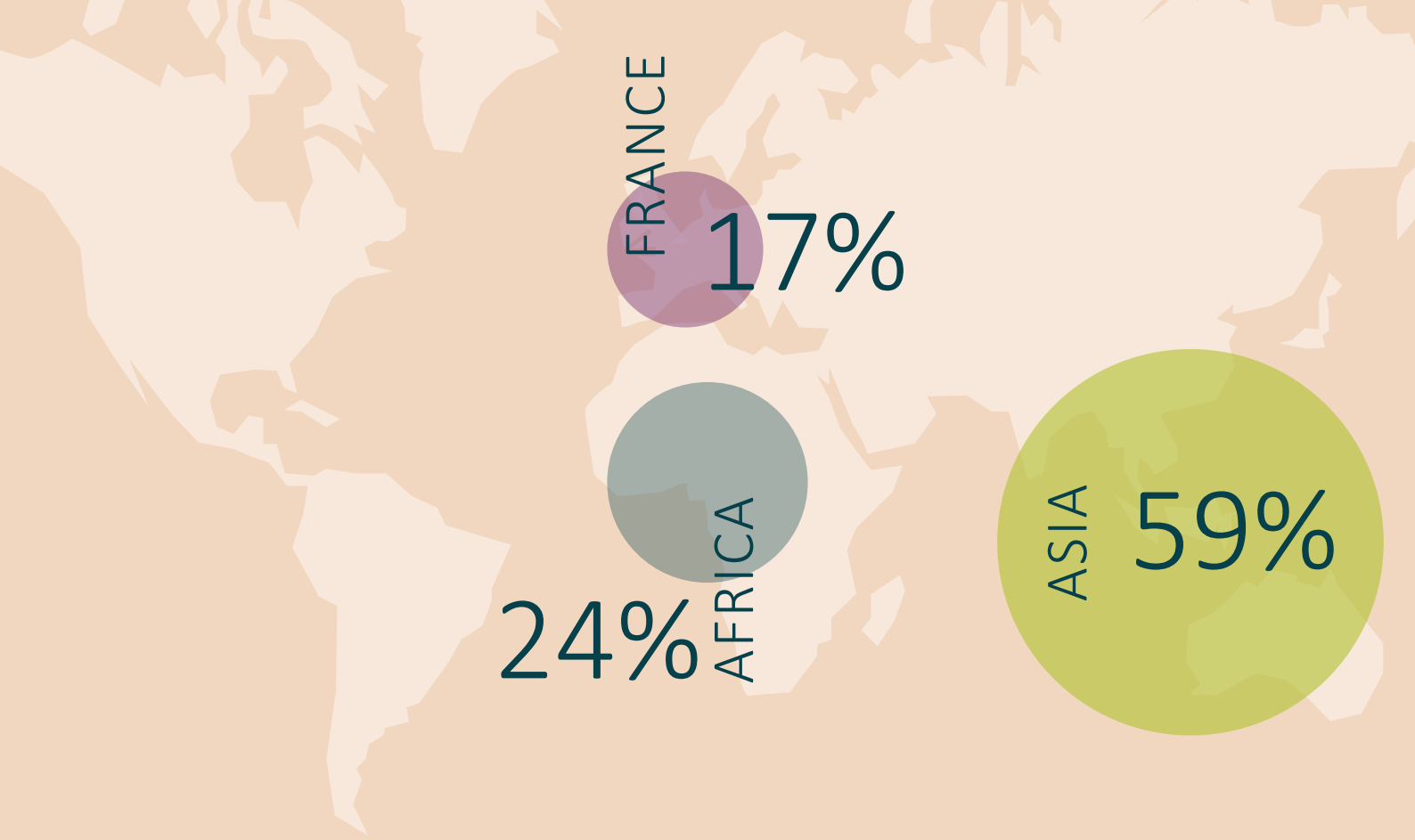
THE FOUNDATION'S INVESTMENTS FOR 2018

€606 000

of which time donated by Artelia employees
€257 259



*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



Breakdown of assignment days

AFRICA
62 days

ASIA
153 days

FRANCE
45 days



Enfants du Mékong

Teaching assignment – February 2018

CAMBODIA

Phnom-Penh

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

Assignment

In 2018, the Artelia Foundation kept up its long-standing commitment alongside the students at the Docteur Christophe Mérieux educational support centre in Phnom Penh, Cambodia. Eleven employees shared some of their time and their skills with students, by giving training modules on project management, safety and technical software.

"To develop the skills of our students in various fields, a volunteer from EdM is in charge of determining which additional courses they would need in order to gain a competitive edge on the Cambodian labour market".

Testimonials from Artelia volunteers

Bruno Detienne: "It was a great experience getting to know these astonishingly kind and motivated youngsters. The organisation is highly deserving of Artelia's support, because training youngsters is a real investment in the future - not just theirs, but also their country's."

Thomas Crovigneau: "The objective of our trip to Cambodia was to provide training on Photoshop, planning and project management to engineering students from the ITC in Phnom Penh."

We addressed the key concepts of project management and then applied them to a case study: the construction of an 18-floor, 15,000 m² high-rise building with a timber frame.

The students and the staff were incredibly welcoming, and everyone was really committed. Meeting them was an unforgettable experience. What struck me was how happy everybody was to be in this hard-working, friendly atmosphere. The students had an extraordinary capacity to help each other. It was a great lesson in how to live together for all of us... I would definitely do it again!"



Enfants du Mékong

Teaching assignment – March 2018

Banteay Chmar

Assignment

The NGO is particularly active in Cambodia, where it manages five children's homes and schools and is assisting with the schooling of 3,500 children.

The association has bought a plot of land in Banteay Chmar village, Banteay Meanchey province in Cambodia, where it intends to build a new secondary school with a capacity of about a hundred pupils. The facilities at this centre will include housing, class rooms, a kitchen, an administration building and a theatre.

Banteay Chmar is a two-and-a-half-hour drive from Siem Reap Airport, and a ten-hour bus journey from Phnom Penh.

To limit the cost of operating and maintaining the centre, Enfants du Mékong wishes to optimise water management from the standpoints of:

- land drainage and sewerage,
- year-round water supplies to the centre,
- wastewater treatment.



Testimonial from an Artelia volunteer

Patrick Leroy: "I have run training courses on Photoshop and Publisher on two occasions, in 2017 and 2018. The students are always cheerful and keen to learn, which makes for some really interesting discussions.

At the outset they had highly disparate levels of computer literacy, but when I returned a year later I was delighted to see how much progress they had made. Their English language skills had also improved.

These training courses are given during the students' holiday periods. They are "extras", and we can really adapt the content to the skills and experience of each trainer. There's the core content to be taught, and the professional experience we share along the way. It's an opportunity for the youngsters to meet some experienced engineers, and for us to meet some young people who are very different from our teenagers(!)".

Feedback on the partnership with Artelia - EDM

Which project was the Foundation involved in?

"The project concerned professional training for young engineers supported EDM. Each year a number of seminars were organised to build vocational skills that would help the students get their careers off to a better start (such as professional risk management, project leadership and communication) or reinforce other skills they were in the process of acquiring (project management, specialist software applications)."

What specific tasks were given to Artelia's employees?

"Organising the content of the seminars and conducting the youngsters' training sessions during the seminar weeks.

The topics were chosen in collaboration with EDM, to maximise efficiency and make the best possible use of the volunteers."

In what key ways did their expertise contribute to this project?

"The expertise provided by the engineers - who are familiar with the topics taught - was always essential: it was transmitted by using precise examples and real situations encountered in the workplace. That makes the theory aspects easy to incorporate into concrete examples.

Another key strength of the Artelia employees was their ability to adapt the content of the courses to the students' needs and the actual situation in Cambodia.

Lastly, in addition to the technical expertise and specific skills passed on, the volunteers spend a lot of time sharing their experience, giving advice and interacting with the students, which all helps to ensure that the vocational skills are fully ingrained.

These interactions help the youngsters to plan ahead and think about their future careers, and they make the most of these opportunities to get hands-on advice from more experienced engineers."



Enfants du Mékong

Teaching assignment – September 2018

Phnom Penh

Assignment

Raising awareness among third- and fourth-year students at the Centre Docteur Mérieux regarding safety issues in general: on work sites, in day-to-day work, etc.

Testimonials from Artelia volunteers

Caroline Sy: "This teaching assignment involved three employees from different backgrounds who were all driven by a single desire: to share our knowledge and skills, to help these young people thrive and give them hope, to experience something exceptional, and to enjoy the simple pleasure of giving and receiving..."

We met so many wonderful people and learned a lot from them - it was a highly rewarding, unforgettable experience!!! Thank you."

Abdaradhamane Diakhite: An African in Asia: "It's the tale of an assignment in an unknown land. In the beginning we set out to pass on our experience of safety in our everyday lives and in the workplace. But in the end the students we spent our time with passed their hunger to learn, their enthusiasm and their hopes on to us. If there is something we can give and transmit without making ourselves poorer and while making the recipient richer it's knowledge, experience and a zest for life! These are all the things that made our Artelia Foundation assignment with Enfants du Mékong such an exceptional experience. Many thanks to the Foundation, to Antoine Dugas, to the students at the centre and to the 'Baba cool' Cambodia team for this amazing lesson in life!"

Agnès Bouissou: "It's difficult to sum up in a few words my experiences during the week I spent with Enfants du Mékong at the Centre Christophe Mérieux in Phnom Penh. It was a complete adventure for me. Even though I'm accustomed to travelling it was the first time I had been to Cambodia, and the first time I would attempt to pass on my knowledge to students in English. In fact that's the bit I was most nervous about... And then I got to know my first two 'travelling' companions (Caroline and Abdé), and the three of us got lost on the Monday morning before eventually finding the way to the Centre



Christophe Mérieux. After that we met up with our fourth 'travelling' companion (Jeff) along with Antoine Dugas, the manager of the Centre Mérieux, who gave us a warm welcome and reassured us as to what the week held in store. Once we had got to know all the students who were so eager to learn and understand the things we were going to teach them, I knew I was in for an unforgettable week. But I had yet to realise that in the end it was them, the students, who were going to give me a lesson in everyday life.

They all came from underprivileged backgrounds and yet they set the perfect example of perseverance, good manners, generosity and kindness. There's a lot we could learn - or re-learn - from them!"

Jean-François Hosking: "At seven o'clock on that early September morning it was already hot and humid. We wound our way on foot from our guest house through the narrow streets of Phnom Penh to the Centre Christophe Mérieux, where the Enfants du Mékong association is based, well away from the tourist trail. Some of our group thought they could find the way to the school but got lost: they were greeted with a guard of honour and music, but weren't in the right place! We were all wondering what lay in store in the week ahead: would we have enough topics related to safety (the theme for the training) to 'last' an entire week? Would the students understand English? In what conditions would the training be conducted?"

After a short presentation on the Centre from its director, Antoine Dugas, the 20 students who had volunteered to take the training introduced themselves in turn. They all come from underprivileged families in the provinces, but have been able to pursue a university education thanks to their drive and determination. They were about to start their fourth year and all had a good level of English. Most of all, they were highly motivated to take the training we were offering. The students were divided into two groups of ten, and the mornings were devoted to 'lecture'-type classes on the safety issues we had chosen. We could tell they were very interested in these topics, because they participated actively in the sessions and asked lots of questions. After a simple but tasty lunch with everyone at the centre, afternoons were given over either to visiting the city or to workshops. We tried to make them as playful as possible. We built strong bonds with the students and our interactions with them were highly rewarding.

The closing party was very emotionally charged, because we had also formed some real friendships over the course of the week. It was a highly enriching experience in all respects and I have no doubt it will be repeated."

BURKINA FASO

Kokologho

Mission of the association:

The Association for Economic and Social Development in Africa (ADESAF) contributes to professional training and job creation on the continent by setting up community actions that generate income for their beneficiaries. The association targets the population segments who are most vulnerable such as women, children, young adults and peasant farmers.

The ADESAF supports development projects proposed by municipalities, African local associations, or diaspora- and migrant-led associations meeting needs expressed by local communities.

Assignment



ADESAF asked the Artelia Foundation to provide technical support for the installation of four boreholes in Kokologho department (Boulkiemde region) in Burkina Faso.

The Artelia Foundation provided specific technical support with regard to:

- identifying hydrogeologically suitable locations for the installation of the boreholes;
- drawing up specifications for the contractors tasked with drilling the boreholes;
- evaluating contractors' bids;
- supervising the drilling operations.

ADESAF

Energy audit of water networks

On behalf of the ADESAF, the project manager,

Jean Aubaterre:

"The ADESAF called on your Group via the Artelia Foundation in search of the technical skills it needed to install four boreholes in Kokologho commune (Burkina Faso). The ADESAF and its local partner, the Baoré Solidarity Committee, would have been capable of having the boreholes installed by any local contractor, but the contractor would not have concerned itself with the quality of the work carried out, the sustainability of the water resource, or the biological and chemical quality of the water drawn from the boreholes.

Many boreholes installed in such uncertain conditions provide communities with water that is unfit for consumption from the sanitary or chemical points of view. What's more, boreholes often turn out not to be deep enough to guarantee a long-term supply of water.

Many other such hastily installed boreholes are abandoned due to technical problems or because they dry up.

The objective of the ADESAF has never been solely to make an instant but fleeting impact, so we decided to call on the Artelia Foundation in order to ensure that the work would be of a high quality guaranteeing real long-term benefits for the communities concerned.

Your employee Marc Boisson contributed effectively to the project by completing the following tasks:

During an initial assignment:

- Decision to separate the operations into two successive phases: the geophysical studies, and then the works to install the boreholes;
- Search for the Ouagadougou-based contractors most capable of satisfying our requirements.

Remotely, after returning to France:

- Drafting of the specifications for the two phases;
- Selection of contractors;
- Remote supervision of the geophysical studies in collaboration with the contractor appointed to perform them;
- Analysis of the results obtained, through discussions with the contractor;
- Definition of the respective locations for the four boreholes.

During a final assignment:

- Supervising in the field the drilling operations performed by the appointed contractor and checking that it complies with the specifications, in partnership with the Regional Water and Sanitation Directorate.
- Assisting our partner CBS with completion of the works acceptance procedures.

Conclusion:

The Artelia Foundation's assistance was invaluable in providing our communities with a durable supply of good-quality drinking water. It enabled the ADESAF to set itself apart from the many funding agencies whose sole concern is achieving a rapid result irrespective of the quality of the work carried out, and to maintain its core ethical standards."



Énergies Sans Frontières

Energy audit

Assignment

The objective was to search for water sources in Madagascar to supplement the existing ones which are no longer sufficient to meet the needs of Soavimbazaha village, with a population of more than 1500. The investigations were a prerequisite to installing a borehole or well with the best possible chances of finding water.

Given the specific nature of the skills needed to complete this assignment, ESF called on the Artelia Foundation which dispatched two hydrogeologists - Tjomme Wagener and Nicolas Bourlioux - to the site.

Contact was made with the village chief and the mayor of the commune in order to establish:

- the village's availability for the future earthworks,
- the procedure being considered with the owner or owners of the land on which the future pumping facilities would be located,
- the means being considered to repair the most severely damaged sections of the track leading to the village, to permit access by trucks loaded with equipment.

MADAGASCAR

Soavimbazaha

Mission of the association: For more than 30 years, the humanitarian association Énergies Sans Frontières has been using its skills to carry out development projects in some of the world's poorest countries with a view to helping improve the living conditions of their disadvantaged populations. The association works to make their everyday lives easier by implementing projects to provide access to water, electricity or training.

Testimonial from an Artelia volunteer

Nicolas Bourlioux: "A great assignment in partnership with Énergies Sans Frontières, during which we were very warmly welcomed by the entire community of Soavimbazaha. The people were friendly, our guides were efficient, and the inhabitants were keen to support the installation of small exploratory structures."



Amitiés Isère-Dagaba

Works supervision - Preliminary assessment - Raising awareness around clean water

Testimonial from an Artelia volunteer

Guillaume Porée: "A huge thank you to Amitiés Isère-Dagaba and to Tiédaba for giving us the opportunity to discover Nafana, the region where he was born. A highly rewarding assignment from a personal perspective, a great team, a beautiful country and fantastic people - that, in short, is what made my first assignment with the Foundation such an unforgettable experience..."

IVORY COAST

Dagaba

Mission of the association:

The Amitiés Isère-Dagaba association was founded in 1994 by Marie-Pierre Revol and Tiedaba Koné. Its purpose is to provide support to the people of Dagaba in the areas of health, education and agriculture, but also to raise the profile of the village including the lives, traditions, joys, sorrows and hopes of its people.

Assignment

The partnership between the Artelia Foundation and Amitiés Isère-Dagaba (AID), chaired by Tiédaba Koné, dates back to 2010. It aims to improve living standards for the inhabitants of Dagaba village in north-west Ivory Coast, where Tiédaba was born, and those of Nafana canton in general.

The assignment, performed in December 2018, had two distinct objectives:

- supervise the works to build a reservoir with a larger capacity (8 m³) and a distribution network capable of supplying Dagaba school and the "mini water tower" built during the previous assignment;
- perform an initial assessment on the dispensary in order to bring it back into service following rehabilitation works and campaigns to raise awareness around clean water and sanitation in four villages selected by the AUEN for their commitment and their diligent payment of contributions.



Testimonial from the association

"This assignment, performed between 1st and 12th December, was prepared and rolled out with great skill, and I would even say expertise. Five of us boarded a plane in Paris for the same destination: Dagaba. This assignment followed on from the previous ones aiming to put various facilities in the villages across the canton back into working order.

The project we collaborated on concerned the second water tower, with a capacity of 8 m³, in Dagaba.

The specific assignment given to Artelia's employees at the outset was to approve completion of the works to build and connect this second water tower and to assess the first 2 m³ water tower built in 2016, along with the distribution networks supplying the school and the health centre. That part of the assignment also included checking that the first 2 m³ water tower was still in working order. The works fell behind schedule because of bad weather in late 2018. The works were not approved, but the operating condition of all the facilities was checked. To date the 8 m³ water tower has been fitted, so all that remains is to make the various connections.

In Dagaba as in all the other villages we visited, a lot of awareness raising has been carried out around aspects including drinking water, hygiene, sanitation, and school and community latrines. As well as on the importance of being responsible for their property and keeping up with contributions.

In Odienné, Artelia's experts worked very hard to help raise the inhabitants' awareness alongside the authorities involved in the water supply project (the Nafana Water Users Association (AUEN)

and the Departmental Directorate for Human Hydraulics (DHH)).

And last but not least, a preliminary assessment was performed on the dispensary with a view to rehabilitating it.

The assignment was successful. It was performed by experienced experts who were able to listen to all the stakeholders while also ensuring that everyone had understood them, in an informal, light-hearted manner - as a result of which they were accepted by the communities.

I would like to say well done to Laure, Céline and Guillaume, and thank you to everyone. You succeeded in bringing the villagers and the authorities on board."



Yamoussoukro

Improving the energy performance of two schools in Ivory Coast - A joint interview

What did your assignment consist of?

Europe Mortier: "We were tasked with performing environmental and energy audits on two agricultural training centres in Ivory Coast created by the European Institute for Cooperation and Development (IECD). The first school, built in 2010, is located in Yamoussoukro, the country's political and administrative capital. The second, built in 2018, is in Afféry."

Paul Lucazeau: "The two schools are very different, because the one in Yamoussoukro is in a city and has electricity and air conditioning, even though it is older. The one in Afféry is built of baked clay, lies in the middle of the fields, and does not have running water, electricity or air conditioning."

Kévin Thizy: "Based on the audits we drew up recommendations for improving the energy performance of the two buildings with a view to improving comfort for the students. Our recommendations will also be used in designing and building future schools. We also led two half-days devoted to raising students' awareness of sustainable development issues."

What was everyday life like there?

Paul: "We were accompanied by Andersson, the IECD's in-country representative. He was our guide both during the assignment and during our free time. In Afféry we also had a second guide, the head teacher Bleu-Fulgence. He took us to visit some traditional villages!"

What did you take away from this experience?

Kévin: "It was an incredible experience in all respects, but what really struck me was how open-minded everyone we met was. They have a positive attitude to everything, all the time, in spite of the poverty, the lack of infrastructure, the corruption problems, and so on."

Paul: "It was my first visit to Africa. I was struck by the warm welcome we received from the locals. They were always smiling and cheerful."

Europe: "Having lived for several years in Gabon and Nigeria, seeing the way Ivorians live and the problems they face as a society wasn't quite the same culture shock for me as it was for both my colleagues. But it did make me nostalgic: Africa is a truly astonishing continent on many levels."



What was the most memorable aspect of your stay?

Europe: "Meeting Andersson and Bleu-Fulgence. They are fantastic people, very caring and really keen to get things moving in their country. We became friends and have kept in touch ever since."

Kévin: "One morning, during our stay in Afféry, we went to fetch water from a well for the school, crossing the jungle to get there - it was quite daunting. They do that every day, whereas we just have to turn on a tap."

Paul: "During one visit the villagers gave us such a warm welcome, as if we were part of the family. The sight of all the village children just gazing at us in pure fascination will be forever etched in my memory!"

Mission of the association:
The IECD is an international aid organisation founded in 1988. It implements human and economic development projects in fifteen or so countries, in association with local institutions and partners. It is particularly involved in the fields of education, vocational training, youth employability and support to small enterprises. The IECD is present in Sub-Saharan Africa, Madagascar, the Mediterranean basin and South-East Asia.

Assignment

Environmental assessments of two agricultural training centres run by the Ivorian Family Farm School Programme (PEFACI) and the European Institute for Cooperation and Development (IECD).

Three experts were enlisted to perform the environmental assessments on the two training centres. Their assignment consisted in evaluating the centres from the standpoints of lighting, humidity, temperatures and energy consumption. They also gathered the opinions of the centres' users in order to make recommendations for improving aspects including energy efficiency and comfort. The experts also organised activities to raise environmental awareness among the students at the two PEFACI centres.



Projects in France

Lazare Producing drawings

Paris

Mission of the association: creating and running joint tenancies for young professionals and homeless people. Schemes are in place in seven French cities as well as in Madrid and Brussels, providing homes for nearly 200 people. Reflecting the public authorities' recognition of its commitment to support the socially excluded, Lazare is an accredited social economy enterprise ("ESUS") and has received the French presidency's "La France s'engage" award.

Assignment

In 2018, the Artelia Foundation collaborated with Lazare to produce the drawings for a house in Marseille. In 2019, Lazare is hoping to open houses in Rennes, Bordeaux and Valence, as well as in Mexico City and Geneva, offering further opportunities for volunteers to get involved!



La Plaine Saint-Denis

Mission of the association:

Setting up and running housing schemes where able-bodied and disabled adults live side-by-side, sharing their daily lives and building relationships.

Assignment

The Simon de Cyrène association, created by disabled people and their families, offers an innovative approach underpinned by a conviction that friendships are what make life meaningful. By setting up and running housing schemes where disabled and able-bodied people live alongside each other it promotes real communal living. Residents have their own individual studio in a large shared apartment or house, enabling them to "live independently without being alone".

Simon de Cyrène Designing buildings

Each year in France, 40,000 people survive a serious accident. But their lives are turned upside down by a traumatic disability. In such situations, living independently is often seen as a key factor in integrating successfully back into society. Giving newly disabled adults the means of choosing for themselves how they wish to live (a right enshrined in France by a law passed on 11 February 2005), while experiencing different stages of communal living, is a common theme running through Simon de Cyrène projects. Creating a family atmosphere (by placing the priority on developing schemes on a human scale) meets the residents' needs to be independent while building friendships and living in safety.

On projects supported by the Artelia Foundation in 2018:

- Foundation stone laid on 28 March for the works to build three shared houses in Marseille, within Résidence La Calanque, designed by the architect Jean Nouvel.
- Foundation stone laid on 4 October for the works to build two shared houses in Angers.
- Works completed on three shared homes in

Nantes, which were handed over in mid-January 2019 and welcomed their first residents at the end of that month.

• Studies for projects in Lyon and Paris.

In the pipeline for 2019: works continue in Angers (handover at end of 2019), Marseille (handover in March 2020) and Lyon (handover in late 2020) - studies for projects in Toulouse, Saint-Malo and Bordeaux.



Each year the Artelia Foundation supports community projects to promote the integration of young adults into the labour market. Many partnerships have been created and we are striving to diversify the opportunities available to Artelia employees wishing to get involved. Sponsorship programmes are flourishing, with 35 employees sponsoring youngsters through the NQT association, ten people volunteering alongside youngsters through Sport dans la Ville, and three people sponsoring secondary school pupils through Proxité.

Sport dans la Ville Sponsorships – Project with Artedrones

La Plaine Saint-Denis



To have a strong and immediate impact on the lives of young people, Sport dans la Ville organises actions promoting social and professional integration right on their doorstep. By placing the priority on "reaching out", close relationships with the youngsters and their parents are developed. This is a key factor driving the success of the association's "Job dans la Ville" ("job in the city") programme helping youngsters into employment.

By taking children at its centres from the age of six upwards, Sport dans la Ville supports youngsters over a long interrupted period (on average between 10 and 12 years). It has formed many partnerships with companies that undertake to support the scheme, enabling youngsters to have direct contact with the world of work and offering them many opportunities to find fulfilling careers.

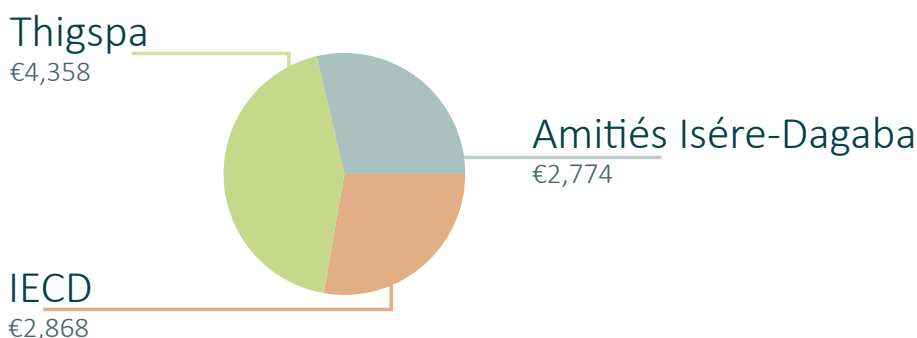
Mission of the association: Sport dans la Ville was founded in 1998 and aims to promote the social and professional integration of young people in priority neighbourhoods through sport.

Assignment

At present seven Artelia employees are sponsoring youngsters through Sport dans la ville. To support its "Job dans la Ville" programme, we organised a visit to their centre near the Stade France in La Plaine Saint-Denis on 7 March 2019 where we met nine youngsters. We organised a workshop giving them an introduction to Artelia's business lines and the world of drones.

The Foundation's annual Sports Challenge

Partner associations that benefited from a subsidy through the Challenge
10,155 KM = €10,000



The Artelia Foundation offers all Artelia Group employees the opportunity to take part in official running, swimming or cycling competitions as a means of raising funds for three associations as selected by the Foundation each year.

These partner associations have all called on the technical expertise of our current and/or retired employees and are in need of exceptional financial support to be able to launch their works.

The number of kilometres run, swum or cycled during the competitions is aggregated throughout the year and a €10,000 kitty is then divided up between the three associations according to the distance clocked up in their name.

Nos quartiers ont des talents

Insertion professionnelle

Paris

Mission of the association: to build bridges and create links between the corporate world and young graduates with the greatest difficulties accessing the labour market.



68

young graduates
coached

32

sponsors
involved

NQT Coordinator Loire region

Chloé Baudoin: "The association 'Nos quartiers ont des Talents' ['our neighbourhoods have got talent'] has been working since 2006 to promote equal opportunities by helping young graduates who hold a bachelor's or higher degree, are less than 30 years old and come from priority neighbourhoods or poor backgrounds to find employment or work/study programmes. The association's objective is to give a boost to youngsters who opted for higher education in order to move up the social ladder but who are unable to find a job that matches their qualifications in spite of having the requisite degree and knowledge. This is often because they lack self-confidence or use ineffective techniques to look for a job or for a company to accept them for a work/study programme, but it's mainly because they lack knowledge of the labour market, the world of work and its customs, and because they do not have a professional network.

During an after-work "speed coaching" session organised by the Artelia Foundation on 15 March, the association's sponsors advised some young graduates on their job search techniques and gave them some moral support.

In organising this event the association had the following aims:

- Encourage networking and share job opportunities,
- Help the graduates draw up a career plan,
- Share specialist knowledge,
- Provide advice on job search strategies,
- Give moral support.

More than twenty youngsters participated in the event along with more than thirty sponsors (including five Artelia employees), who found the experience of participating in the speed coaching sessions very interesting and highly rewarding.

Following this event a young graduate called Cyrille Grange was hired by Artelia to carry out an assignment in the French overseas departments and territories."

Paris

Mission of the association: Founded in 2002, the Proximité association strives to help young people succeed in life and build social ties. We work mainly in priority areas and alongside youngsters who are isolated or in protection.

Proximité

Sponsoring secondary school pupils

The essence of Proximité is sponsorship: regular, long-term, personalised support for youngsters mainly in priority neighbourhoods and aged 11 or 12 upwards, provided by volunteers from the world of work- the "sponsors".

- Participation is voluntary, driven by motivation: for youngsters and sponsors alike, the only requirements for getting involved are being motivated and being willing to commit to a sponsorship relationship. Since we place the priority on personal commitment and believe in each youngster's potential, we do not use any academic or professional criteria to "select" youngsters or sponsors.

- A regular, long-lasting commitment from youngsters and volunteers alike: while we believe in the value of occasional meetings and openness in all its forms, we also know that building a relationship of trust, dispelling fears and overcoming barriers to academic or professional success require very regular meetings over a long period of time. Therefore, depending on their personal projects, the youngsters and volunteers undertake to meet up between two and four times a month over a period of a year (which can be extended).

- Completely personalised guidance at each stage of the sponsorship: the objectives of each sponsorship are defined by each pair, depending on the needs of the youngster and the skills of his or her sponsor.

- Close support from the association: because it is vital not to leave the volunteers to perform their task alone and to make it easy for anyone to get involved, a Proximité representative is appointed to support each sponsorship. He or she supports a limited number of pairs in order to ensure that they form a relationship of trust, monitor their progress, and be on hand to provide any guidance or resources they need.

Thanks to the Artelia Foundation we have supported the development of our branches in Ivry, Saint-Denis and Toulouse, through financial support and the involvement of Group employees. Following our exchanges, six employees have undertaken to provide individual support to youngsters through the association since January 2018. The partnership is also starting to open up some interesting new prospects at local level, such as organising opportunities for youngsters to learn about various occupations.

Sharing cultures and perspectives



Laure Daudin



Xavier Chazerans

"Each person contributes their individual touch and flair to the philosophy underpinning the Artelia Foundation. For five years Xavier Chazerans skilfully furthered the organisation's interests by developing ambitious national and international projects. Using his insight he created meaningful opportunities for the Artelia Group's employees, prompting a large number to volunteer. The Artelia Foundation would like to thank him most warmly for everything he has done.

He was succeeded in August 2018 by Laure Daudin, who takes over the operational management of the Foundation's partnerships. Laure holds a PhD in corporate social responsibility and has expert knowledge of how the corporate world can be dovetailed with the non-profit sector to form a strong strategic lever. Over six years Laure founded and ran an association whose purpose was to help young adults aged between 18 and 25 find lasting employment. Having also worked internationally in places including the Middle East, Brazil and New York, Laure is well versed in the issues surrounding international solidarity and development aid. She is now in a position to continue the actions instigated by her predecessor, and is contributing her own dash of creativity and originality to the Artelia Foundation. From her base at its head office in Echirrolles, in the French Alps, she strives daily to open up new skills-based sponsorship opportunities in partnership with associations and NGOs. Laure also travels across France and around the world to present the Foundation's projects to the Artelia Group's various subsidiaries and enlist even more volunteers. Mobilising the full range of technical skills and expertise composing the Artelia Group is the key to sustaining the spirit that makes the Foundation special: applying our own ever more exacting standards to solving the issues faced by associations in the field, and sharing cultures and perspectives to offer innovative solutions to communities in difficulty. The skills and knowledge of the Artelia Group's employees are still the key assets that set the Foundation apart in finding solutions to the social issues we encounter on a daily basis.

That is how the spirit of the Artelia Foundation is sustained and perpetuated as its management passes from one person to another. Our enduring mission is to participate in social, humanitarian and environmental actions both in France and internationally. By giving of their time and experience, employees contribute their expertise to development projects that truly make a difference."



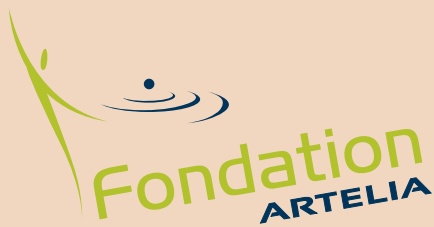


**Centre de Formation Professionnelle
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