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**Joint resolutions to develop and accelerate the implementation of policies and  
a culture of safety, health and well-being at work  
within the Veolia Group European Works Council**

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## Preamble

Veolia's ambition is to become the world champion of ecological transformation and is developing solutions to meet the key challenges for all its stakeholders.

As part of its core mission, the Veolia Group outlines the advantages it brings to each of its stakeholders and reiterates its economic, social and environmental responsibility in line with the UN's sustainable development objectives.

Occupational risk prevention, health and safety in the workplace and, more broadly, well-being in the workplace are among Veolia's fundamental values. A benchmark group in this field, which has made 'zero accidents' a key objective as well as a genuine driver for performance and transformation.

To achieve this, the Veolia group offers its employees, at all levels of the organisation, an attractive, healthy and safe working environment thanks to high standards of health and safety at work and associated rules of managerial behaviour.<sup>1</sup>, thus supporting the motivation, creativity and commitment of its employees.

The active involvement of directors, managers, staff representatives, employees, temporary workers, customers, partners, service providers and third parties in the protection of health and safety is considered to be a shared duty to which everyone is committed. This active collective involvement must be part of an approach to continuous improvement, reinforcement and anticipation of preventive measures for health, safety and well-being at work, in which social dialogue plays an essential role.

The members of the European Works Council and Veolia management share this vision and have decided to set up a working group dedicated to health and safety. with a view to consolidating, within the new Veolia, our common approaches and experiences in health and safety and more broadly in well-being at work, while modernising and adapting them to the latest best practices.

This dedicated working group was made up of members appointed to the European Works Council from 8 different countries and representing all the Group's activities in Europe (Water, Waste and Energy) :

- Uwe Lagosky (Germany) - coordinator/leader of the working group
- Marco Poll (Netherlands)
- Vicente Diaz Carralero (Spain)
- Johnny Dyer (United Kingdom)
- Salah Ouehhabi (Belgium)
- Silvia Bartkova (Slovak Republic)
- Stefan Iordache (Romania)
- Florencio Martin (France)

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<sup>1</sup> see Management Behaviors@Veolia

The working group met on 9 November 2022, 31 January, 22 March, 19 and 20 April, 31 May 2023 and 22 November 2023 to finalise and validate a draft text of joint resolutions resulting from the working group's work.

As part of these meetings, the members of the working group wanted to focus on:

- health and safety monitoring indicators (values and definitions),
- Veolia's health and safety culture and existing systems (training, standards, life-saving rules, documentation and sharing of best practice, etc.),
- occupational health (occupational illnesses, psychosocial risks, etc.),
- well-being at work, based in particular on Veolia's So'Well approach (see Appendix 1 - Definitions/Glossary),
- human, organisational and technical factors, the right to make mistakes (see Appendix 1- Definitions/Glossary) and the commitment of individuals.

At the end of these meetings, a document summarising the work carried out by this working group was drawn up by its members, including, in particular the content of the presentations discussed at the meetings and the fundamental health and safety principles inspired by the agreement signed by Suez with EPSU on 12 June 2014.

This report was presented at the preparatory meeting of the European Works Council on 27 June 2023 by the coordinator/leader of the members of the working group and was sent to the Human Resources Department.

On the basis of this feedback document, the Human Resources Department proposed to the members of the working group a set of draft joint resolutions covering, in particular, the fundamental health and safety principles proposed in the feedback document and formalising the definition of the objectives and/or priorities for action arising from the discussions in the working group.

These fundamental guidelines and priorities for action are intended to be disseminated and implemented in all countries within the scope of the European Works Council, in particular via the Country Social Dialogue Forums (CSDF)<sup>2</sup>, with a view to continuous improvement to protect everyone and enhance overall performance in terms of health and safety at work.

This draft text of joint resolutions was sent to the members of the working group and was discussed and finalised at a final meeting on 22 November 2023.

In accordance with the decision taken by the European Works Council on 17 January 2024, this finalised text of the joint resolutions was submitted to the members of the European

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<sup>2</sup> The Country Social Dialogue Forums" (CSDF) is a forum for dialogue, exchange and information between management and employee representatives in the countries that make up the Veolia European Works Council, particularly on cross-functional issues. Its role is not to negotiate agreements. It ensures compliance with the agreements or commitments made at Group level, particularly when these agreements or commitments are more favourable than the national, legal or collective bargaining provisions in force."- See Article 1.2 of the Group European Works Council agreement of 8 June 2015.

Works Council Bureau for approval on 3 April 2024 before being circulated to all the country delegations of the European Works Council with a view to the implementation of these joint resolutions starting on June 2024.

To ensure continuous improvement, 10 fundamental guidelines have been defined, in line with Veolia's 5 Health & Safety pillars. They are intended to apply to all entities included in the scope of Veolia's European Works Council.

Aligned with these 10 fundamental guidelines on health and safety at work, 10 priorities for action have been defined with a view to strengthening the culture of prevention and performance in terms of health, safety and well-being for all employees and external parties working, in particular, on Veolia sites within the scope of the European Works Council. They are consistent with the health and safety performance contracts drawn up at the beginning of 2023 to help the BUs and/or entities of the Veolia Group to roll out the priority areas and transform their safety culture.

To monitor progress in implementing these fundamental guidelines and priorities for action, quantitative and qualitative key performance indicators (KPIs) for health and safety will be regularly monitored, discussed and shared, in particular within the Country Social Dialogue Forums and the European Works Council, as part of a concerted, shared approach to continuous improvement. They are shown in Appendix 2.

### **I- 10 shared and fundamental guidelines based on Veolia's 5 pillars for the continuous improvement of health and safety at work**

The continuous improvement approach to the Group's health and safety culture is structured around five pillars. These pillars are the cornerstone of the Group's risk prevention approach:

- Involve the entire management team
- Manage health and safety risks
- Communicate and engage in dialogue
- Train and involve all employees
- Monitor and control health and safety performance

Based on the five pillars, the health and safety working group drew up a set of 10 fundamental guidelines. Adopting and complying with them must contribute to the continuous improvement of results in terms of health and safety at work and operational safety.

#### **I-1 Reinforcing the prevention of health and safety risks for employees in all operations and decision-making processes**

This principle applies in particular to the analysis of projects: acquisitions, investments, operations, major organisational measures, contracts with a customer, or purchasing or subcontracting processes.

For all these projects, the risks need to be identified and assessed so that they can be controlled.

Taking risks into account is, in fact, a decisive criterion, and requires the identification and determination of adequate resources and investments, whether these are the responsibility of the customer or Veolia.

## I-2 Developing a joint, participative approach to the analysis and prevention of risk situations in the workplace and health management

Accident prevention is based on the observation that there is a link between the number of accidents, incidents and malfunctions and the number of hazardous situations and near-misses. The identification and rigorous treatment of HiPo (see Appendix 1-Definitions/Glossary) should make it possible to drastically reduce serious or fatal accidents with a view to achieving the objective of zero accidents.

The identification of risk situations in terms of health and/or safety and the implementation of preventive and corrective measures require the active and joint participation of management, health and safety professionals (external and internal), employees and their representatives, in order to achieve a lasting reduction/elimination of risk situations and behaviours.

This common approach is expressed in particular in the social dialogue bodies set up by law or by agreement in each country of the Group European Works Council, enabling an approach to these issues, including those relating to the health and safety of employees, with the stakeholders concerned.

The participative approach also applies to significant changes within organisations that could have an impact on the safety and/or health of employees.

The joint analysis of accidents, incidents, hazardous situations and HiPo carried out by the various players concerned (including employee representatives on dedicated local bodies) must make it possible to identify and eliminate the underlying technical, organisational and human causes linked to the work environment.

These analyses can be used to determine and prioritise the actions to be taken.

## I-3 Promoting a working atmosphere characterised by mutual trust and exchange

The commitment expected of everyone means fostering a working climate based on trust and exchange, involving all staff in risk prevention and supporting a genuine shared corporate culture in terms of health and safety.

This climate of trust, based on a culture of benevolence, the right to make mistakes and feedback, particularly following a near-accident report, helps to boost the reporting of near-misses and hazardous situations, which is the subject of the previous paragraph.

Everyone's motivation is boosted by support for prevention proposals, and by sharing and promoting successes and best practice.

#### I-4 Prioritisation of prevention measures

The risk control hierarchy pyramid (see Appendix 1 - Definitions/Glossary) is made up of 6 levels dedicated to eliminating or reducing danger and exposure.

The earlier these levels of risk control are analysed in the design process, the more effective they will be, and the lower the cost of making workstations or work equipment safe.

If the hazard cannot be eliminated, additional measures must be taken to ensure that work on installations, processes or machines can be carried out safely in all circumstances. The measures are ranked from the most effective to the least effective:

1. Elimination: Removing the hazard is the most effective measure.
2. Substitution/Replacement: Replace what is hazardous with what is less hazardous,
3. Engineering / Design: By reviewing the design of a piece of equipment, a process or a machine, you can separate man from danger.
4. Insulation/CPE (Collective Protection Equipment) : Minimise operator exposure by isolating them from the hazard.
5. Administrative checks: Deploy administrative controls to limit people's exposure to hazards, in particular by modifying work organisation and/or work practices.
6. PPE (Personal protective equipment) Protect the operator from exposure to the hazard.

#### I-5 Define and promote common methods to strengthen prevention measures and approaches

Promoting continuous improvement approaches, internal and external comparisons (benchmarking) and feedback enable best practices to be identified and shared in order to make progress.

#### I-6 Implement prevention and protection measures for all our service providers that aim to achieve the same level as for our employees

Veolia is firmly committed to improving its Environmental, Social and Governance (ESG) performance and is fully in line with the objectives set out in future European regulations, in particular the Corporate Sustainability Directive (CSRD) and CSR criteria.

Temporary workers, subcontractors and other parties involved are all stakeholders in the quality of our activities and the safety of our work processes, and are part of our duty of care. This means working with them to define and promote health and safety conditions that comply with our requirements, and monitoring compliance with them. To limit risks, particular attention is paid to the number of subcontracting levels and to the temporary staff working in our teams.

#### I-7 Consolidate uncompromising implementation of and compliance with regulations and internal rules

Compliance with European, national and/or regional regulations is mandatory.

Similarly, the Group's rules and standards apply to all entities, regardless of their location, in accordance with deployment plans defined by the local entities based on their own risk assessment.

These Group rules and standards, translated into the various languages, provide for a minimum level that may go beyond European, regional or national requirements: these are non-negotiable. They help to guarantee the safety of each individual, and more broadly of colleagues and third parties.

All these rules and instructions must be actively promoted: they must be disseminated, known, understood and complied with by everyone, with progressive local deployment plans following their publication or modification.

The Group is committed to defining and deploying a system of rules to guarantee the physical and psychological integrity of its employees.

While employers are required to take all necessary measures to ensure the safety and protect the physical and mental health of their employees, employees are also required to comply with all rules and regulations relating to their field of activity.

#### I-8 Prepare and support teams and entities in crisis management and prevention planning

Each unit, irrespective of its size, shall draw up, while keeping employee representatives informed, an internal emergency plan enabling activities to continue as far as possible as long as the health and safety of employees and stakeholders are not threatened, and which must include the following elements:

- warning and evacuation procedures,
- the resources needed to manage and control foreseeable emergency scenarios,
- the organisation of crisis management.

Internal emergency plans must be regularly checked and drills carried out at least once a year. The feedback from this exercise should contribute to the continuous improvement of these plans.

#### I-9 Make the National Social Dialogues Forums (NSDFs) one of the levers for disseminating the Group's health, safety and well-being culture

At each meeting of the National Social Dialogue Forums, an item relating to safety, health (physical or mental) at work and, more generally, the management of well-being must be systematically included on the agenda.

Statistics on accidents at work, among other things, are regularly reported. Best practice at national level or from the European Works Council and other indicators linked to cultural transformation (training, feedback from the field, etc.) are also shared.

The list of indicators to be discussed and monitored by the Country Social Dialogue Forums is given in Appendix 2.

The Country Social Dialogue Forums define the priorities and adaptations needed to continuously improve performance and the health and safety culture within their respective perimeters.

#### I-10 Continue training and awareness-raising efforts on safety, health and well-being at work

Continued training and awareness-raising efforts are helping to reinforce everyone's ownership of the culture, safety standards, life-saving rules and continuous improvement in terms of health and safety performance in the workplace.

It must be possible to carry out these training or awareness courses, taking into account the time required for each person to complete them and adapting their deployment methods if necessary (e.g. e-learning or face-to-face, taking account of disability situations, etc.).

#### **II- 10 priority actions to strengthen performance in terms of safety, health and well-being at work**

Based on the 5 pillars that structure Veolia's continuous improvement approach to health, safety and well-being at work and the corresponding fundamental guidelines defined above, the European Works Council and Veolia's management are committed to disseminating and strengthening the ownership of the culture and approaches aimed at continuous improvement in health, safety and well-being at work. To this end, 10 priority actions have been defined for implementation within Veolia entities and/or activities within the scope of the European Works Council.

- 1) Make social dialogue, particularly in the Country Social Dialogue Forums (CSDF), a relay and lever for progress in the culture and performance of health, safety and well-being at work.
- 2) Reinforce individual commitment and exemplary management at our sites, in particular by organising management safety visits.
- 3) Deploy, train and enforce the Rules that Save, which are based on the Group's non-negotiable standards.
- 4) Strengthen prevention, with a focus on identifying and analysing near accidents in addition to accidents, implementing and capitalising on best practice, and prioritising management of high-risk potential situations (HiPo).



- 5) Strengthen the health and safety skills of managers, health and safety representatives and the country's social partners by rolling out a multi-year plan.
- 6) Reinforce sharing on health issues and associated risks, with a focus on Musculoskeletal Disorders (MSD).
- 7) Define appropriate action plans for each country in terms of psychosocial risks, depending on the context, and at the same time roll out the So Well approach (see Appendix 1 - Definitions/Glossary).
- 8) Promote the conditions for deploying positive recognition, the right to make mistakes and fair sanctions as part of a strengthened culture of fairness (see Appendix 1 - Definitions/Glossary), in a spirit of benevolence.
- 9) As far as possible, implement temporary work arrangements following an accident or illness, paying particular attention to the management of returns to work when the employee returns to the company.
- 10) Consolidate the health and safety culture, in particular through safety culture audits, in order to make progress in the various stages of the Bradley curve (see Appendix 1 - Definitions/Glossary).

### **III - Information, implementation and monitoring arrangements**

These joint resolutions, based on the 5 pillars that structure Veolia's continuous improvement approach to safety, health and well-being at work, with its fundamental guidelines and associated priorities for action, will be circulated within the Country Social Dialogue Forums.

These joint resolutions are part of the prerogatives of the various countries' legal social dialogue bodies and can in no way oppose or contravene them, but only supplement them.

During the first year following the approval of this document, an extraordinary meeting of the Country Social Dialogue Forums may be set up in order to have the necessary time to address these joint resolutions.

Within the framework of the Country Social Dialogue Forums, the country HRDs will be asked, together with the members of the Country Social Dialogue Forums to define at least 3 priorities for action out of the 10, including the priority for action common to the European Works Council, which will be validated by the Bureau of the European Works Council.

The year's action priorities defined within the framework of the Country Social Dialogue Forums are intended to be disseminated and shared by the country management teams within the country's operational units in order to implement them within the scope of their prerogatives.

These action priorities will have to be discussed again each year within the Country Social Dialogue Forums.

These country action priorities defined within the Country Social Dialogue Spaces and the corresponding good practices may also be presented by the country HRDs and the members of the country delegations during a plenary session of the Group European Works Council.

A Health and Safety Monitoring Committee is to be set up at Group European Works Council level. It is made up of representatives of the Group HR Department, in particular the Health and Safety Prevention Department and the Social Development Department, and 7 (seven) members chosen as a priority from among the members of the European Works Council's health and safety working group and/or members of the Bureau, ensuring as far as possible that the balance between zones and countries is maintained, as well as the Group's activities within the scope of the European Works Council.

The appointments of the members of the Monitoring Committee are validated by the members of the Bureau. The members of the Monitoring Committee are appointed for the duration of the term of office of the European Works Council, which is 4 (four) years. If a member of the Monitoring Committee leaves during the term of office, the appointment of the replacement member will be validated by the members of the Bureau.

The committee meets once a year for one full day, one half of which is attended by members of management.

The tasks and role of the European Works Council's Health and Safety Monitoring Committee are as follows:

- It ensures that the joint resolutions defined in this document are implemented, that the fundamental principles set out in it are respected, that the priorities for action defined are monitored and that good practice is promoted.
- It makes proposals for any action to be taken, in particular to improve the dissemination and implementation of best practice in occupational health and safety, as identified within the Country Social Dialogue Forums.
- Each year, it produces a summary report based in particular on health and safety policy monitoring indicators, feedback from the Country Social Dialogue Forums and monitoring of country action priorities defined within this framework. To this end, a health and safety coordinator/rapporteur is appointed for each Country Social Dialogue Forum from among its members.
- The annual summary of the health and safety monitoring committee will be presented to the Bureau of the European Works Council and then to the plenary session of the European Works Council.

The first two years following the approval of this document will be devoted to the appropriation and dissemination of these joint resolutions within the Country Social Dialogue Forums, to training for the country referents appointed in this context, and to ensuring good coordination and communication between the Country Social Dialogue Forums and the Health and Safety monitoring committee of the European Works Council.

The first meeting of the Health and Safety Monitoring Committee of the European Works Council will be held the day before the meeting of the Bureau of the European Works Council scheduled at the end of the first semester of 2025.

The role, tasks and organisational conditions of the Monitoring Committee will be reviewed every two years with the members of the European Works Council Bureau.

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This text of joint resolutions was approved by the members of the Europe Works Council Bureau on 3 April 2024 with a view to its implementation with effect from June 2024.

## Signatures of the members of the Bureau of the European Works Council

Michaela SOFER-AYADI	
Maria BRINCKEN	
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## **Appendix 1 - Definitions / Glossary**

The definitions below are taken from European and international regulations and/or internal documentation on health and safety prevention within the Group.

**Cause tree**: graphic representation of the logical sequence of events that led to an accident.

Accident analysis using the cause tree method is based on the following principles:

- developing an objective understanding of the accident process, rather than seeking to apportion blame,
- highlighting facts rather than interpretations and value judgements,
- taking into account the facts as far upstream as possible in the genesis of the accident,
- respect for the sequence of stages, in particular that of "data collection and construction of the cause tree" and that of "proposals for action",
- the use of an observation framework that evokes the work situation in a simplified way.

The cause tree, taking into account the Human, Organisational and Technical aspects, makes it possible to identify:

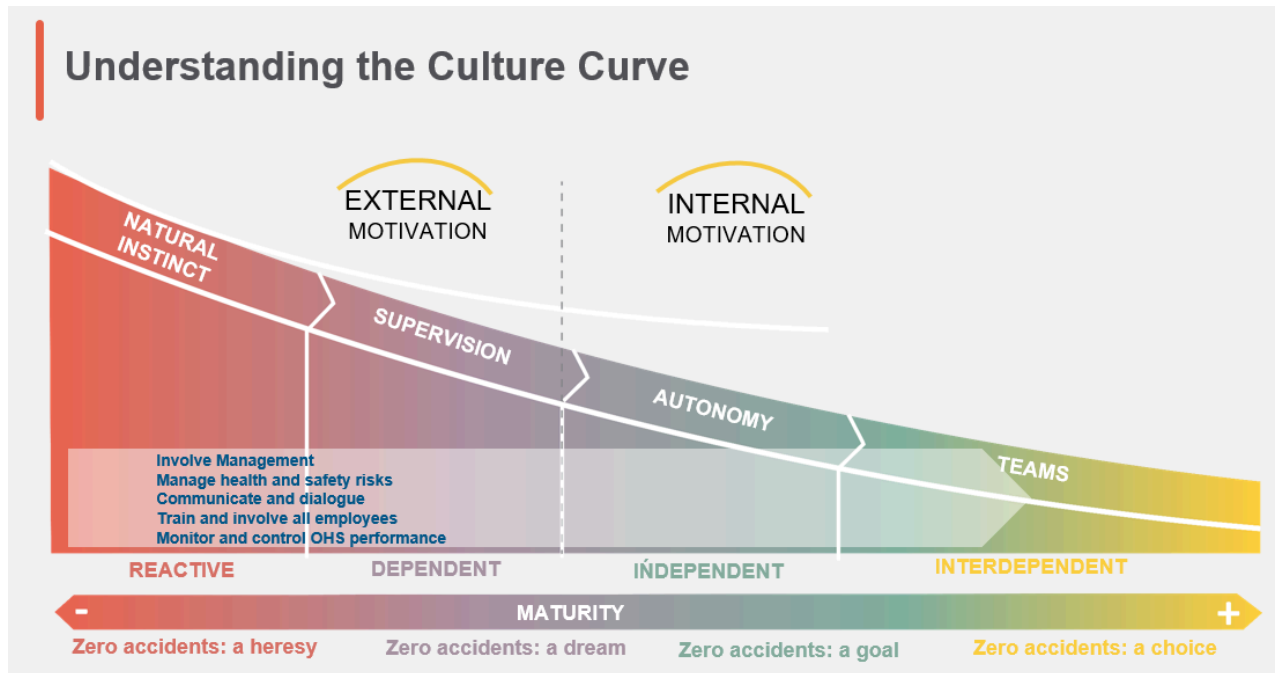
- **immediate causes**: the most visible causes or factors of an incident or accident, which contributed directly to its occurrence.
- **root causes**: the deeper causes behind an incident or accident. They are most often linked to the "management and workforce" components and explain the presence of the immediate causes.

### **Well-being at work**

The International Labour Organisation (ILO) defines well-being at work as encompassing all aspects of working life, from the quality and safety of the physical environment to the way workers feel about their work, working environment, working climate and work organisation.

## Bradley curve

The Bradley curve presents organisational culture by focusing on individual behaviours and their four categories: reactive, dependent, independent and interdependent. It makes it possible to establish a genuine health and safety culture, by directly influencing the mentality and behaviour of all the players in society.



**Safety culture** (definition by the Institut de Culture Sécurité Industrielle (ICSI))

A set of ways of doing things and ways of thinking widely shared by the players in an organisation with regard to controlling the most significant risks associated with its activities.

**Just Culture** (definition from the Institut de Culture Sécurité Industrielle (ICSI) and Veolia's OHS Leadership training)

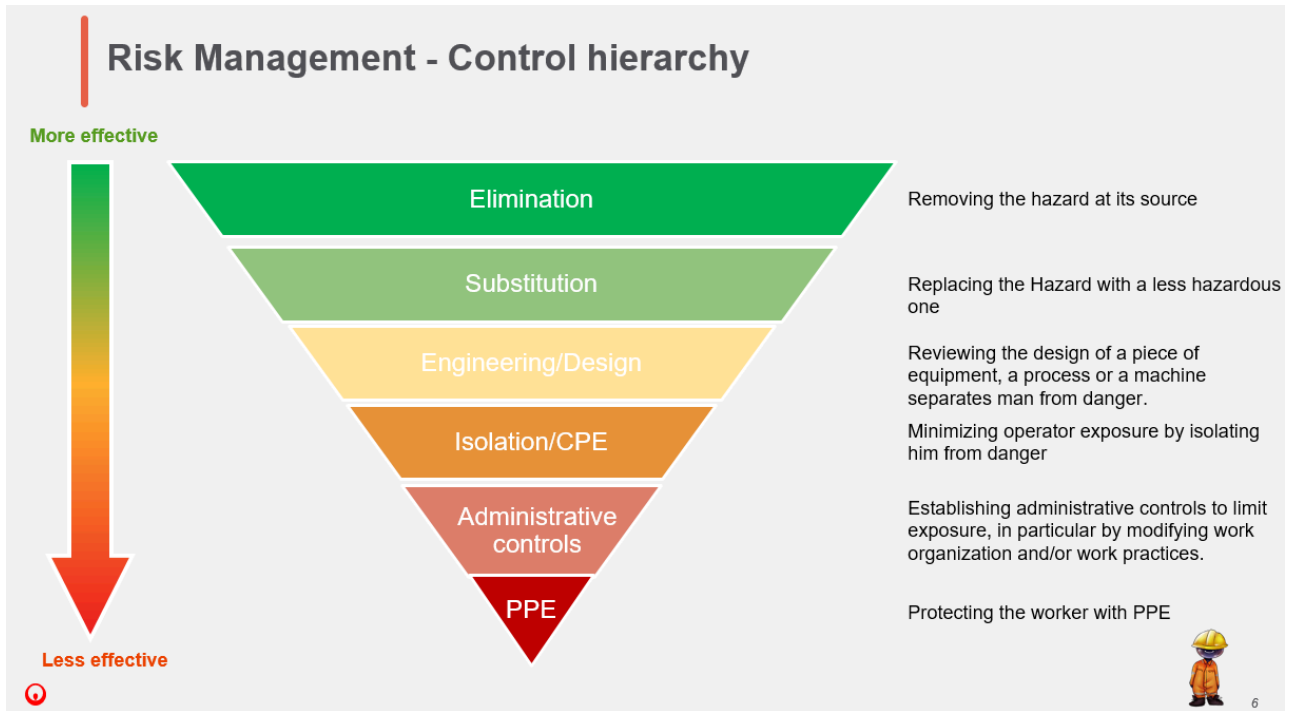
A culture in which people (particularly front-line staff, managers, etc.) are not penalised for their actions, omissions or decisions when they are commensurate with their experience and training, but where gross negligence, deliberate misconduct and damage are not tolerated.

It means creating the **climate of trust** necessary for the smooth flow of information thanks to:

- a positive approach to promoting good individual or collective practice,
- spontaneous reporting of events (dangerous situations and near misses) to improve risk prevention,

- an appropriate and fair response to breaches (misconduct not tolerated and managerial responses proportionate to the degree of responsibility).

**Prevention approach: > Risk management hierarchy pyramid**



**Error:** an **involuntary** act by an individual linked to inappropriate behaviour.

More specifically for the field of health and safety, the Institut de Culture Sécurité Industrielle (ICSI) defines an error as a situation or a planned sequence of actions that does not achieve its goals. It is a deviation from an internal or external reference (objective, model, standard, rule, etc.), when the person had no intention of deviating from this reference. Mistakes are never deliberate.

**Fault or breach of a rule or standard:** a **voluntary** act by an individual linked to inappropriate behaviour.

According to the definition of the Institut de Culture Sécurité Industrielle (ICSI), it is a voluntary/intentional transgression of a rule with or without the intention of causing harm in relation to an external reference.

### **HiPo (High Potential of severity)**

A minor incident which, under different circumstances, can reach a serious level of seriousness. Traffic accidents are excluded. A HiPo is not an accident.

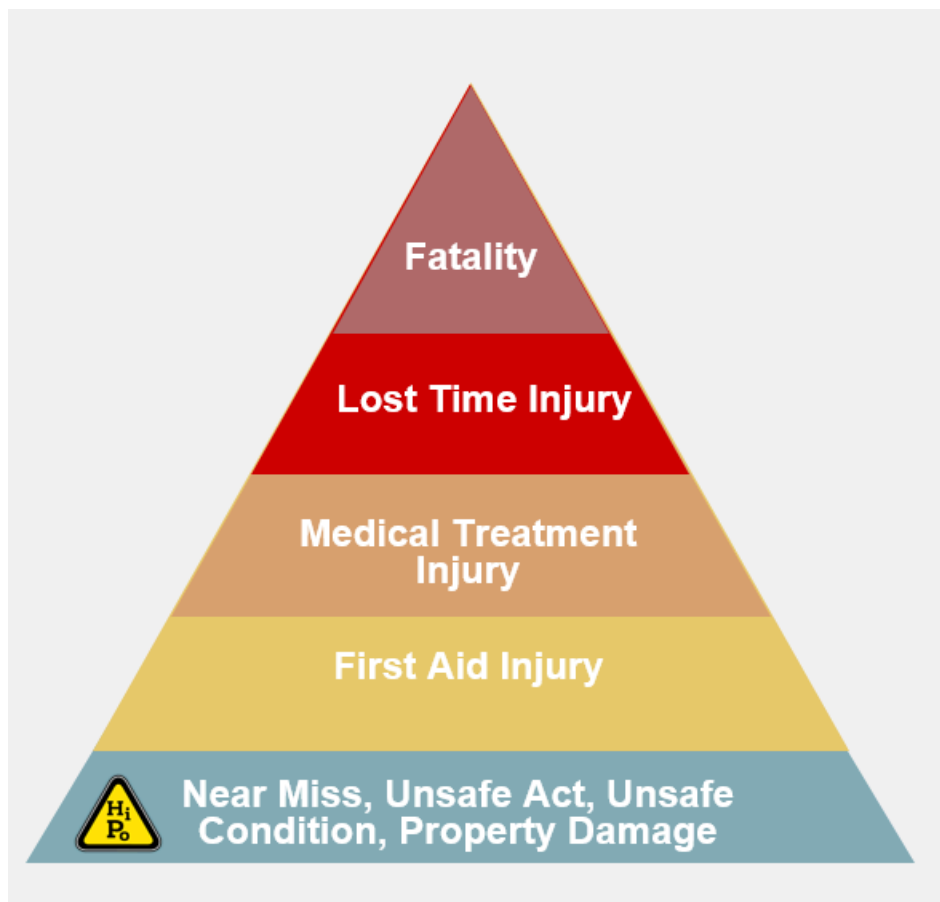
### **Occupational illness (recognised)**

According to the Protocol of 2002 to the International Labour Organisation (ILO) Occupational Safety and Health Convention, 1981 (No. 155), "occupational disease" means any disease contracted as a result of exposure to risk factors arising out of an occupational activity. An occupational disease declared by an employee is recognised by the competent body when the employee has been exposed to the risk and has provided proof.

### **Near miss**

An unforeseen event that did not result in an injury, illness or material incident, but had the potential to do so.

**BIRD pyramid**: symbolic representation of the statistical distribution of risk situations and accidents.





The pyramid representation establishes a relationship between the different levels of severity of accidents: the higher the level of incidents or near misses, the higher the risk or probability of a serious accident. On the basis of this representation, the accepted logic is to treat the least serious events as a priority, in the hope of completely eliminating the most serious, or even to treat "risky behaviour" in order to avoid fatal accidents.

### **So'Well programme/approach**

Well-being improves the quality of life at work, strengthens cohesion and contributes to the company's performance. This is a fundamental aspect of the transformation of the culture and organisation of work, which must be taken into account at work.

Veolia's wellness programme, called "So'Well", was launched in several pilot units between 2021 and 2022, and from 2023 onwards, it will be rolled out across the Group, with the appointment of a network of So'Well advisors in each BU. In particular, it capitalises on the company's So'Sport approach.

So'Well is a programme for promoting, sharing and implementing actions to improve balance, well-being and cohesion for the benefit of all. It is based on three dimensions: Physical, Mental and Social. The aim is to integrate the notion of well-being into the daily lives of all Veolia employees in a sustainable way.

To implement the So'Well programme, a So'Well 'diary' is drawn up by the local contact in each BU with its management, including a joint group day during International Wellbeing Week at the end of June, as well as other events or in-depth actions organised locally. The group's leadership and training of So'Well contacts helps to strengthen the dynamic by sharing best practice.

### **Psychosocial risks**

According to the European Agency for Safety and Health at Work (EU-OSHA), psychosocial risks are linked to the way in which work is designed, organised and managed, as well as to the social context of work. Psychosocial risks affect the psychological and physical well-being of workers, including their ability to participate in a work environment among other people. Not only do they have psychological consequences such as burnout, anxiety disorders and depression, but they can also lead to physical injuries or illnesses such as cardiovascular disease or musculoskeletal injuries.

### **Hazardous situation**

A work environment in which a person is exposed to one or more hazards that may result in injury, illness, death or material damage.

### **Crisis situation**

An event or situation that is difficult to predict or totally unforeseen, triggering chain reactions, the consequences of which will affect the normal structural and/or cyclical

operation of the company by significantly deteriorating the perception of its main stakeholders and the trust placed in it.

**Safety Management Visit** (see Veolia OHS Leadership Training)

An essential LEADERSHIP process aimed at strengthening the presence and shared dialogue between managers and their teams in order to promote everyone's commitment to risk prevention. It is based on observation and constructive dialogue founded on trust between the manager and a person in a work situation.

Managers need to:

- focus the discussion on the activity observed,
- encourage or reinforce safe behaviour,
- act immediately on unsafe behaviour
- obtain a mutual commitment to action.

In no way should the **Safety Management Visit** be equated with either an inspection or an audit.

## Appendix 2 - Prevention, health and safety performance indicators

The following are the Group's performance and transformation indicators, which enable us to monitor our health and safety results as well as our efforts to transform our culture. They are defined in the Global Report glossary.

Indicators 1 to 13 can be monitored every six months and indicators 14 to 20 are presented annually.

In addition to being tracked in the Group's reporting and regularly presented at the ordinary plenary meetings of the European Works Council and within the National Social Dialogue Forums, it is hoped that they will be regularly presented and discussed by local social dialogue bodies in the countries concerned.

- 1- Accidents at work with lost time for employees (excluding commuting accidents) <sup>(1)</sup>
- 2- Calendar days lost due to accidents at work (excluding commuting accidents) (permanent and fixed-term contracts)
- 3 - Occupational injury frequency rate involving interruption of activity
- 4 - Occupational injury severity rate
- 5- Lost-time accidents among temporary workers (excluding commuting accidents)
- 6- Number of employee deaths linked to processes & traffic
- 7- Number of deaths of temporary workers and subcontractors linked to processes & traffic
- 8- Number of traffic-related deaths of third parties
- 9- Rate of accidents at work analysed (on the basis of the cause tree)
- 10- Near-misses, hazardous acts, work-related hazardous situations and material incidents (excluding commuting) reported
- 11- BIRD pyramid
- 12 - Ratio between the number of near-misses, hazardous acts, hazardous work-related situations and material incidents and the number of accidents resulting in lost time
- 13- Number of HiPo
  
- 14- Number of management visits carried out
- 15- Number of employees trained in safety
- 16- Percentage of employees trained in safety
- 17- Number of bodies dedicated to or integrating the study of health and safety issues<sup>(2)</sup>
- 18- Voice of Resourcer: A look back at the question "Are health and safety important in my organisation? (%)"
- 19- Voice of Resourcer: Back to the question "Today, if I had to rate my well-being at work on a scale of 1 to 10, I would give a mark of..." (%)"
- 20- Voice of Resourcer: Wellbeing index

<sup>(1)</sup> *accidents at work, excluding commuting accidents, resulting in at least one day's absence from work*

<sup>(2)</sup> *definition of Group social reporting. For France, the dedicated bodies counted for this indicator are the European Works Councils (including their Social, Health and Safety Committees)*