

## PEOPLE

BW Ideol seeks to be an inclusive employer and believes that equality and diversity among employees and management contributes positively to the work environment and strengthens competitiveness and performance. There is no discrimination due to gender, nationality, culture or religion with respect to remuneration, promotion or recruitment. The Group is committed to recognise diversity and ensure equal opportunities, including fair employment conditions.

**69**  
**Number of employees at year-end in 3 countries**

**71%**  
**Training programs:** percentage of employees having received at least one training

**14**  
**Net new employees during the year**

 **0%**  **100%**  
**Gender balance - Top management**

**7**  
**Number of nationalities**

 **22%**  **78%**  
**Gender balance - Total organisation**

**2%**  
**Employee departure rate**

 **20%**  **80%**  
**Gender balance - Board of Directors**

**2.40%**  
**Sick leave**

 **36%**  **64%**  
**Gender balance - New hires in 2021**

### Onboarding, training and competency

In 2021, BW Ideol's departure rate (number of departures vs average headcount), calculated for permanent contracts, was particularly low. In the coming years, retention will remain key and will be integrated in the company's HR priorities. The low departure rate may be considered a result of the Company's engagement at each stage of employees' professional development.

In 2021, the company implemented a complete on-boarding programme to welcome new employees in the most complete and warmest possible way (in the Covid-19 context). BW Ideol continuously invests in employee training and competencies. 71% of employees received at least one training in 2021.

A specific multi-year training programme was implemented for middle management in 2021. Incentive programmes were also introduced to reward and to keep employees with high potential.

Since 2020, the company has had an internal Covid-19 consultation task force, comprising the HSE officer and two staff representatives, to participate in the practical implementation of government protocols. It has supported the implementation of a wide range of measures to protect employees' health as well as facilitation of efficient project execution.

### Gender equality & diversity

At 1 March 2022, BW Ideol will publish an index of professional equality between men and women (index defined and framed by the French labour code). The objective will be, during 2022, to maintain and to improve the gender balance.

For recruitment, the company has adopted monthly metrics to closely monitor the gender repartition throughout the recruitment process. BW Ideol will continue to promote the recruitment of female profiles, in particular for engineering and management positions. The Company is in the process of defining a list of actions to be implemented to attract women. This includes considering how to formulate job offers and actions to strengthen the Company's employer brand.

As engineers and technicians (engineering & operations departments) representing 70% of the workforce, BW Ideol's puts particular emphasis on promoting engineering jobs for women. This includes promotion of women at work at BW Ideol through the Company's recruitment web page and through the participation of female employees at conferences at engineering schools to encourage women to seek a career at BW Ideol.

**BW Ideol offers all the same opportunities and continues to enrich the diversity of its teams.**

### Compensation policy

BW Ideol's compensation is determined according to performance, experience, critical competence and market value, and to ensure that our compensation decisions are fair and to avoid unconscious bias. The following factors are taken into account:

- market value of the job,
- criticality of competency, retention, etc
- performance, contribution and key achievements for the last period,
- competency and experience level increase achieved the last period,
- attitude and respect of HQSE requirements.

In addition, BW Ideol organises an annual salary review based on managers' feedbacks, reviewed by the Leadership team to ensure consistency.

In 2020, BW Ideol decided to enlarge its compensation structure with a collective bonus scheme. The first payment was done in 2021 and concerned all employees who received the same single amount regardless of their gender and function.

ESG criteria have been integrated and prevail in the calculation of this collective bonus scheme. Of eight criteria, four are ESG-oriented (25% of the criteria are based on Environmental metrics and 25% are based on Social metrics).

BW Ideol has also introduced a bicycle allowance to encourage the use of non-polluting modes of transport. 10 employees received this allowance during 2021.