



OHS in worldwide corporation

Slovak presidency OHS conference, 24.-25.10.2016



La route avance

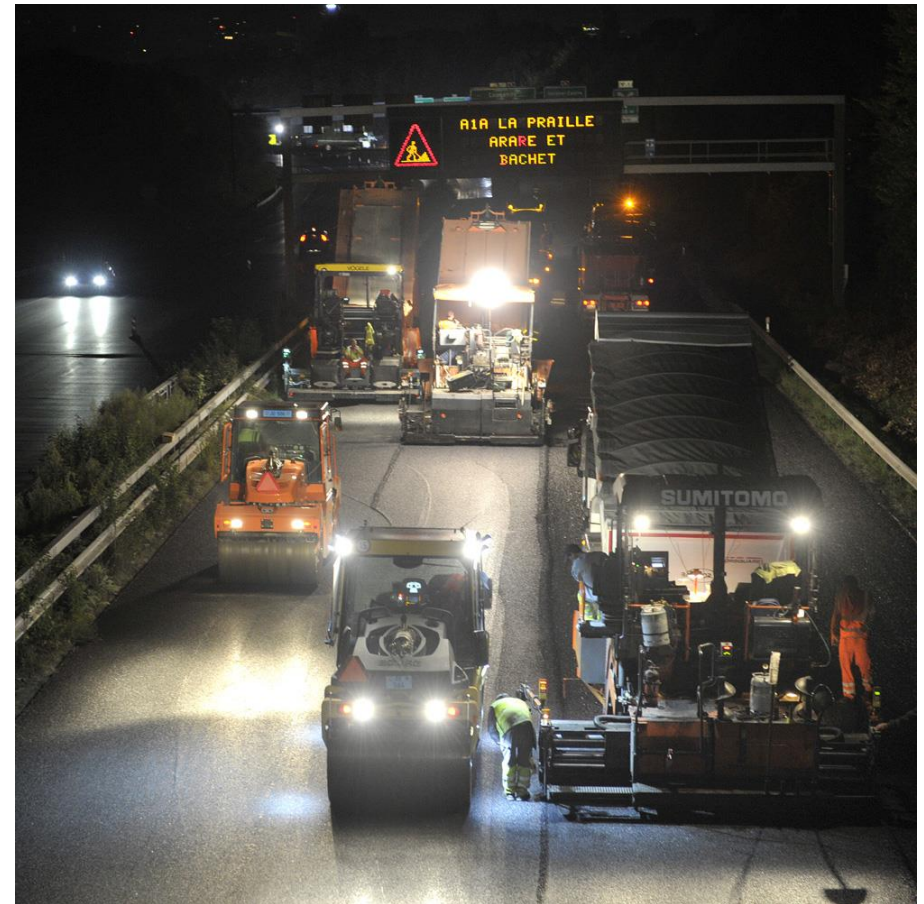
OUR WORK



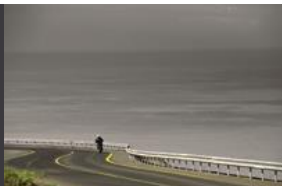
COLAS WORLDWIDE

Leader in the construction and maintenance of transport infrastructure.

Has workforce of 57,000 people, nearly half of whom work outside of mainland France, Colas undertakes about 80,000 projects every year via a network of 800 construction units and 2,000 material production sites in some fifty countries worldwide on five continents.

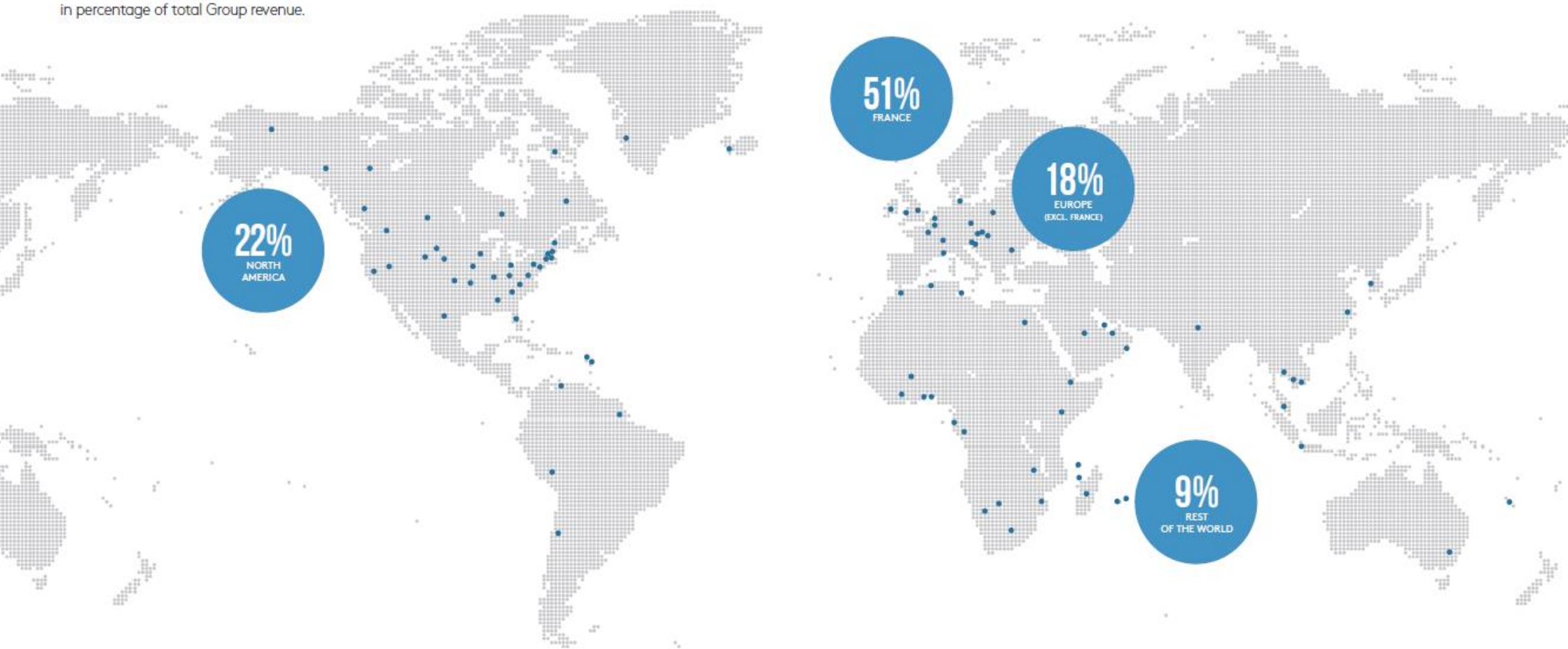


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Colas around the world

Revenue per geographic zone is expressed in percentage of total Group revenue.



CANADA

Alberta
British Columbia
Northwest Territories
Nunavut
Ontario
Quebec
Saskatchewan
Yukon

UNITED STATES

Alabama
Alaska
Arkansas
California
Colorado
Florida
Georgia
Illinois
Kentucky
Maine
Maryland
Missouri
Nebraska
Nevada

New Jersey
New York
North Carolina
Ohio
Pennsylvania
South Carolina
South Dakota
Tennessee
Texas
Virginia
West Virginia
Wyoming

FRANCE

MAINLAND FRANCE

FRENCH OVERSEAS DEPARTMENTS
French Guiana
Guadeloupe
Martinique
Mayotte
Reunion Island

NORTHERN EUROPE

Belgium
Denmark
Greenland
Iceland
Ireland
Isle of Man
Monaco
Netherlands
Switzerland
United Kingdom

CENTRAL EUROPE

Austria
Croatia
Hungary
Poland
Czech Republic
Romania
Slovakia
Slovenia

SOUTH AMERICA

Chile
Peru
Venezuela

AFRICA, NORTH AFRICA, MIDDLE EAST, INDIAN OCEAN

Algeria
Benin
Botswana
Burkina Faso
Comoros
Congo
Djibouti
Egypt
Gabon
Kenya
Madagascar
Mauritius
Morocco

Mozambique
Namibia
Oman
Qatar
Republic of Côte d'Ivoire
Saudi Arabia
South Africa
Togo
Tunisia
United Arab Emirates
Zambia

ASIA, OCEANIA

Australia
Cambodia
China
India
Indonesia
Malaysia
New Caledonia
South Korea
Thailand
Vietnam

OCCUPATIONAL HEALTH AND SAFETY

Safety at work and on the road has always been one of Colas' major concerns: any business that cares about its human capital has a duty to actively look out for the physical safety of its employees.

We therefore expend substantial effort to protect the health and safety of our people and carrying out awareness-raising activities.



"I'M A PRO.
I WEAR MY
GEAR."

**And
you?**

SAFETY IS THE NO. 1 VALUE AT COLAS!



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KEY PRIORITIES

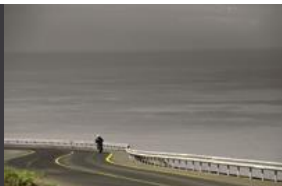
- Health and safety of employees and public
- Protection of the environment
- Quality
- R&D



SAFETY IS OUR NO.1 VALUE !!!



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REASONS TO BE SAFE

✓ **Moral/Ethical**

✓ **Legal**

Enforcement and Prosecution Civil Law



✓ **Economical**

Direct and indirect costs



COLAS

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PREREQUISITES

- **Practical and understood** – safety to be easy understood and follow by everyone
- **Zero tolerance** – any violation of safety rules in not acceptable
- **Communication** – all safety issues to be discussed, both ways communication managers vs. workers
- **Safety as a tool of management** – equal part of global management, to be more effective thru safety, safety starts from the top, managers have to show example

SAFETY ATTITUDE CAMPAIGN

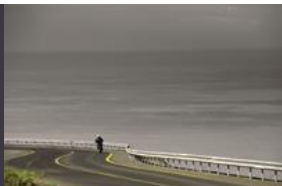
Safety Attitude awareness campaign was launched in 2013 in all Group locations worldwide by Hervé Le Bouc, Chairman and CEO. Among the many tools to enhance Safety, highlights include Starters and Safety Meetings, which have revitalized dialogue between management and workers on accident prevention.

A Safety Week is also to be held every year in June in all Colas locations, covering local safety issues. In addition, cross-audits, best practice sharing are also paths to progress.



Herve Le Bouc,
Chairman of COLAS

[VIDEO SAFETY WEEK HERVE LE BOUC](#)



SAFETY ATTITUDE CAMPAIGN

- **Get managers involved** in their teams' safety
- **Make each and every employee aware** of the importance of safety
- **Make safety** 'an everyday habit'



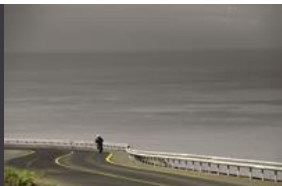
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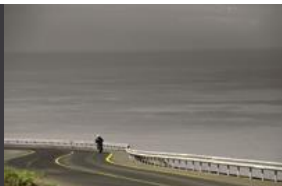
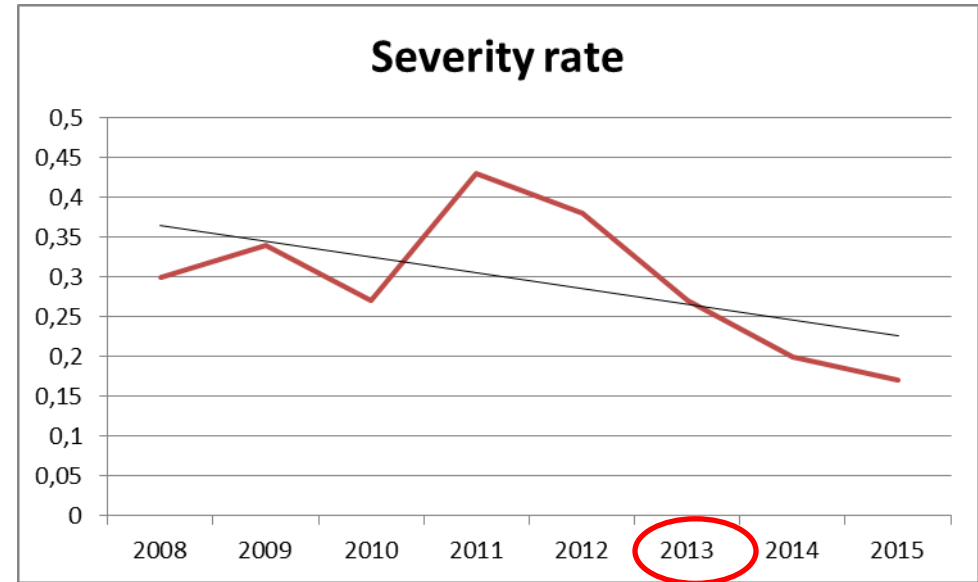
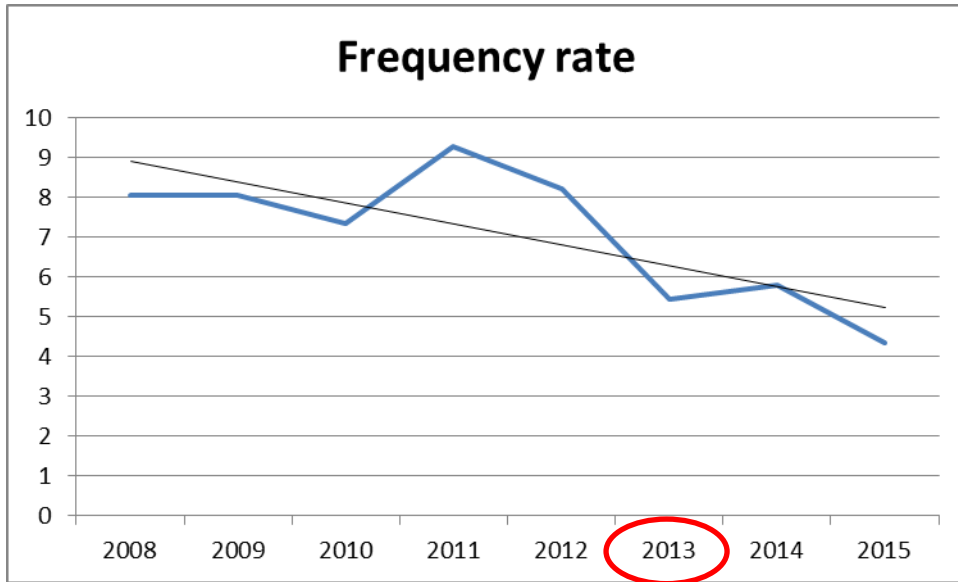
FIRST AIDERS

Roughly one-third (34%) of employees around the world (19,415 staff) are trained in first aid. This exceptionally high level of commitment meets three objectives:

1. The presence of a first aid officer at each worksite can limit the consequences of a workplace accident.
2. An employee trained in emergency response is better able to appropriate and spread a culture of prevention.
3. Since there are not enough people trained in first aid in society at large, Colas is helping to improve the situation by providing an additional contingent, whether in the more hazardous environment of public highways or in their personal and family lives.



KPI's



HUMAN CAPITAL

Human capital policy:

- Integrating local skills at all levels
- Building loyalty and fostering development



**Professional and committed employees are our greatest assets
therefore Colas future depends on them !!**



DIVERSITY

As well as complying with legal rules, Colas' human resources policy is open to **greater gender equality, employment for older people, employment for people in difficulty** (the long-term unemployed) and the recruitment and reintegration of employees with disabilities.

The Group's actions in favor of the hard-to-employ were recognized by the **Washburne Award for equal opportunity** given out by the United States Embassy in France.





PEOPLE ARE OUR GREATEST ASSETS

THANK YOU FOR YOUR ATTENTION !!



COLAS WORLDWIDE



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