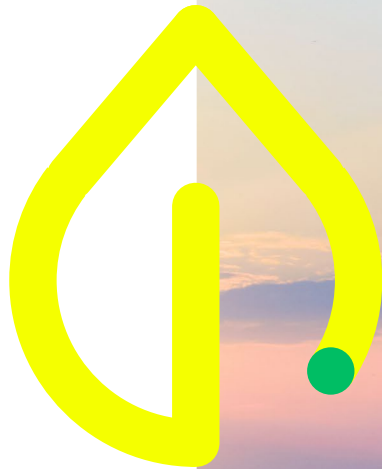


Publication september 2023

# CSR Report 2022



**Qenergy**





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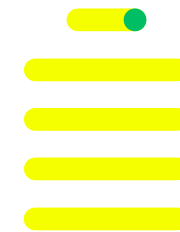
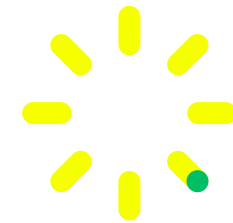
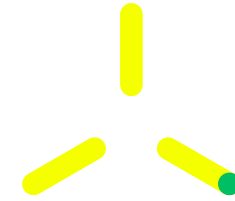
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# Who we are

QENERGY is a major player in the French renewable energy market. The company has 24 years' experience in the development, construction and operation of wind and photovoltaic projects. We are also active in the energy storage and green hydrogen markets, offering intelligent, comprehensive solutions for the production and supply of sustainable energy in France. We are part of QENERGY Solutions, the European subsidiary of our shareholder, the Korean company Hanwha Solutions.

Our purpose, to empower a sustainable world with green energy, is at the heart of everything we do. It sums up what we as QENERGY stand for, what unites us and what drives us every day. However, we believe that fulfilling our purpose is not enough in itself. Today, creating a holistic approach is essential to generating a positive impact that benefits all our project stakeholders and society in all its diversity.

We strive to integrate extra-financial indicators into our corporate strategy, and are committed to developing an ambitious CSR policy supported by all our employees.





## Jean-François Petit

Managing Director QENERGY France

"Corporate Social Responsibility (CSR) has become an indispensable tool for companies who consider that financial performance, today, is no longer sufficient on its own. QENERGY is one of them, aware of the major social-environmental challenges that we face day after day. We are living through a pivotal period in our history. These are times when companies must set an example and move towards a new form of governance based on the search for the right balance between financial and non-financial performance. The challenges we face today are immense, made all the more complex by global geopolitical instability, and will not find satisfactory answers without the mobilization of all the actors in our society, in all their plurality and diversity.

This winter, we saw that access to affordable, low-carbon energy is no longer guaranteed in France or Europe. Under-investment in our nuclear power plants, coupled with political opposition to renewable energies over the past two decades, have made electricity a scarce commodity, with the potential for shortages and social insecurity. This is an alarming fact at a time when needs are increasing due to the changing uses of a society undergoing constant electrification, and environmental imperatives that no longer allow us to rely on fossil fuels. Even with the relaunch of its program, French nuclear power will not create any additional energy before 2035, and therefore only a massive development of renewable energy will enable us to maintain a production of carbon-free electricity to meet the needs of our society: energy independence and affordable electricity.

QENERGY is a major player in Europe's renewable energy market, and has been working in France for 24 years to give as many people as possible access to clean, low-carbon, affordable energy. We have developed and/or built more than 1.9 gigawatts of renewable energy in France, avoiding the emission of nearly 2 millions tonnes of CO2 every year. Convinced of the vital importance of our action in developing an effective response to present and future social-environmental challenges, QENERGY wants to go even further. To this end, our employees integrate CSR into their day-to-day work, making our actions part of a holistic approach. An approach in which all stakeholders are virtuously involved and benefit from the positive spin-offs of their involvement.

This report presents our CSR strategy through the environmental, social and governance prisms that make it up, as well as the main actions and achievements in 2022."

# Our CSR approach

## Active ESG Management to support our purpose

We summarise our ESG commitments in line with United Nations Sustainability Goals (SDNs), as follows. The most important measures and successes that resulted from these objectives over the course of 2022 are described in the following chapters.



Montigny-la-Cour wind farm, Hauts-de-France (02)



## Company & Governance

Putting the company on a sustainable and responsible growth path, combining long-term strategic thinking with short-term performance, and finding a balance between financial and non-financial objectives.

### Alignment with the UN Sustainable Development Goals



## Environment

Manage our activities to maximize the environmental benefits created by our projects and activities, while exceeding environmental regulations, to have a positive impact on the world around us.

### Alignment with the UN Sustainable Development Goals



## Social

To create a safe, stimulating working environment that reflects diversity and inclusion, encourages the professional development of our employees and creates opportunities to work sustainably with our stakeholders and the communities in which we operate.

### Alignment with the UN Sustainable Development Goals





# Company & Governance

Putting the company on a sustainable and responsible growth path, combining long-term strategic thinking with short-term performance, and finding a balance between financial and non-financial objectives






# Our contribution to the energy transition

Our portfolio of **1,91 GW** of projects authorized and/or built in France provides clean electricity to more than :

 **1 050 000**  
households per year.

And avoids the emission of  
 **1,96 million**  
tonnes of CO2.

The equivalent of  
 **1,9 million**  
passengers on a plane from Paris to New York.

We are committed to meeting the challenge of the energy transition by producing affordable renewable energy.

# Fighting climate change; at the heart of our approach

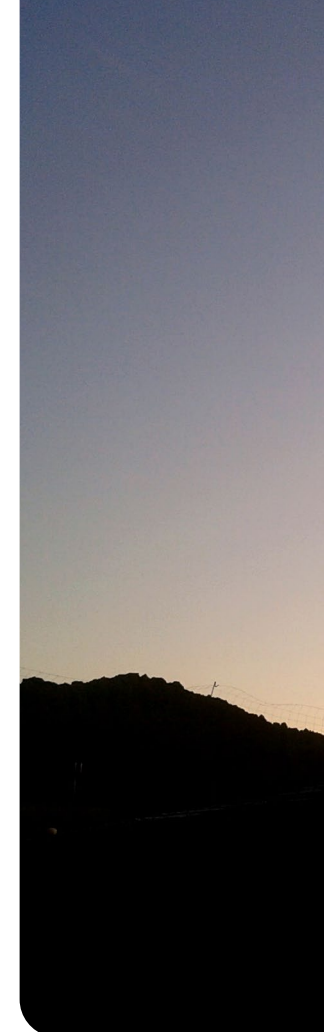
As a developer of renewable energy solutions, for the last 24 years our **purpose has been to fight for the decarbonization of our society through green energy.**

We refuse to see our dependence on fossil fuels as inevitable, and are doing everything we can to offer our country clean energy sources. **Integrating climate-related issues into our corporate strategy is essential**, and is constantly updated to take account of all scientific, political, social and technological developments. Here are two of our key areas of focus to illustrate our point.

## Guaranteeing the development of renewable energy in the medium and long term

We have implemented a number of measures to reduce transitional and physical risks in all our activities, thus ensuring our ability to develop clean energy projects in France:

- **Increase the competitiveness** of renewable energies through innovation and cost reduction for lower LCOE (levelized cost of energy).
- Continuous improvement of our assessment of extreme weather conditions to mitigate impacts on future developments and construction sites.
- Preparing and **securing our procurement strategy** in the context of our three principles of sustainable development for products and services across the value chain.
- **Strengthening our work** with government, institutions, industry associations and regulatory bodies to advise and encourage them to set ambitious decarbonization and renewable energy targets and incentive-based regulatory frameworks.





## Intelligent, comprehensive solutions for the production and supply of sustainable energy

Committed to the development of a sustainable, resilient and intelligent energy ecosystem, **QENERGY works to develop and maintain its expertise** in the most promising **emerging sectors** for our green energy future:



- **Floating wind energy:** this technology increases the energy potential of offshore wind energy by making deep-sea areas exploitable, while also increasing benefits in terms of local socio-economic advantages and industrial development.



- **Repowering:** the renewal of wind farms at the end of their service life makes it possible to increase their electricity production, while rethinking the integration and operation of the facilities where necessary and benefiting from previous project acceptability. At the heart of our repowering approach is also the maximization of recycling of components from the old wind farms (see page 25).



- **Agrivoltaics:** QENERGY develops new agricultural solutions that enable French farmers to benefit from synergies with photovoltaic technology.



- **Energy storage:** a major challenge for the energy transition, storage should help improve the integration of renewable energies and, ultimately, generate lower costs for consumers.



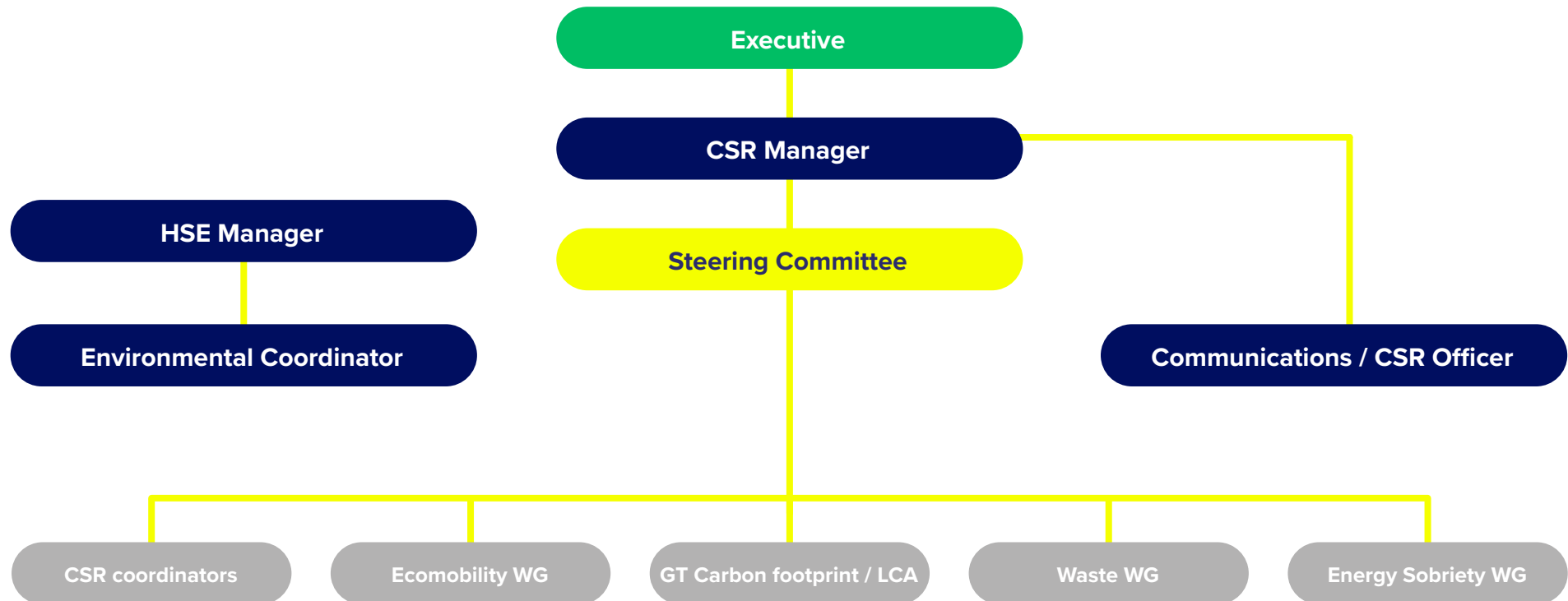
- **Green hydrogen:** hydrogen complements the production of renewable energies, both in terms of energy storage and the decarbonization potential offered by its use in industrial production and mobility.

# CSR governance and organization

QENERGY France's CSR policy and strategy are defined at management level in alignment with group strategy. The Steering Committee, made up of representatives of the company's various functions, is responsible for implementing this strategy.

The CSR coordinators are the people in the field, in each agency, who coordinate the CSR initiatives within the teams. Working groups are set up for a given period to focus our action on specific themes for which they are specifically competent.

The operational structure of our business enables us to integrate CSR and implement our strategy, measure performance and communicate our policies and results to all employees. The CSR approach is an integral part of every employee's operational activities.



# Revising our action areas and KPIs along key ESG frameworks

Together with other QENERGY companies across Europe, we are currently reviewing our ESG commitments, action areas and KPIs in consultation with key frameworks such as the EU Sustainable Finance Disclosure Regulation (SFDR), the EU Corporate Sustainability Reporting Directive (CSRD) and the UN Global Compact Communication on Progress (UNGC CoP), of which we are a signatory.

The action areas we determine both by relevance (materiality) to our business and by the impact of our business on sustainable development, which we believe is reflected in various expectations of our diverse stakeholder groups.



Important ESG frameworks we consider

# Establishing a coherent management cycle for continuous improvement

Although we set annual priority projects, we strive for continuous improvement in each action area as part of a coherent management cycle.





# Pooling forces in a European governance structure on ESG

In 2022, we joined forces on ESG with other QENERGY businesses within a European governance structure. It is coordinated by a dedicated ESG team. For each ESG action area, senior management colleagues from relevant functions and business units are tasked with supporting the implementation of the group-wide measures and the review of the results.

The Board, which includes the QENERGY Group CEO and the Managing Director of QENERGY France, reviews progress on joint ESG projects and KPIs, selected trends and program direction, including resource allocation, on a quarterly basis.

It is our goal to report publicly on our ESG program at the group level annually starting in FY24.

# Our certifications

QENERGY France is ISO 9001, ISO 14001 and ISO 45001 certified, recognizing the quality of our systems and processes in terms of Quality, Health, Safety and the Environment.

Maintaining these certifications in a constantly evolving and complex environment is down to the commitment of all the teams supported by the Quality and HSE departments.

These certifications also demonstrate our commitment to excellence, innovation, cooperation and the search for added value in every process.

They also demonstrate our commitment to continuing to secure our processes by updating them in the management system, and to focusing our continuous improvement projects on quality, health, safety and environmental issues, while continuing to apply and enforce our existing standards.

We are also AQPV-certified, a certification that attests to our skills in carrying out solar photovoltaic projects, and to our mastery of the activities we subcontract in accordance with a given set of standards. It covers all the skills required for the design, construction and operation/maintenance of solar photovoltaic installations.





# Our responsible procurement policy

With a view to developing a more responsible supply chain, QENERGY France has decided to integrate CSR criteria into its choice of turbines and photovoltaic modules. The projects developed and built by QENERGY France therefore meet well-defined environmental and societal criteria for the procurement process. Our approach to responsible procurement is outlined below, in the context of our three sustainable development principles:



## Company

- Act in accordance with our ethics, HSQE and CSR policies;
- Promote sustainable development through our industrial commitments, our partnerships with industry federations and our supply chain to :
  - Reduce the cost of renewable energies;
  - Encourage responsible design specifications and requirements.



## Environment

- Engage with industry associations and our supply chain to protect the environment and reduce the potential negative environmental impacts of our products. components and materials;
- Ensure that QENERGY and our supply chain are responsible for products and services by improving waste and materials management and reuse, recyclability and promoting the use of sustainable materials wherever possible.



## Social

- Being responsible for our own safety and that of others, so that everyone can finish their day safe and sound;
- Follow the principles of the fight against modern slavery in our business practices;
- Helping to create a sustainable future and a positive impact on our communities and stakeholders;
- Support the development of a local supply chain.

# Innovating for tomorrow's agriculture

## Photovoltaic hops: from prototype to project

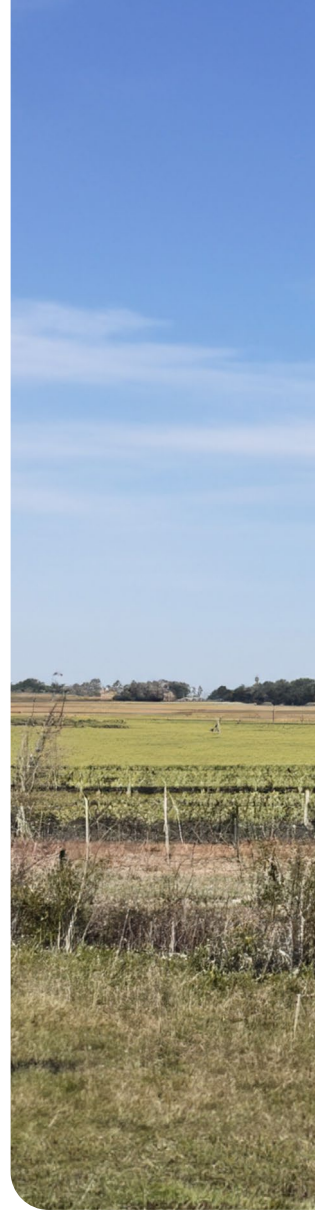
QENERGY develops new agricultural solutions that enable agriculture to benefit from synergies with photovoltaic technology. We see agrivoltaics as a relevant way :

- To meet the needs of the agricultural world in the face of climate change;
- Make agricultural wasteland or land of little agricultural value suitable for cultivation;
- To create green, affordable and local energy;
- Generate additional income for farmers.

Our agrivoltaic innovations are tested via prototypes to prove their effectiveness and viability, and thus the relevance of their large-scale deployment. We're delighted that our prototype photovoltaic hop prototype has proved its worth this year.

As hops are climbing plants, they need support to grow. By using tall photovoltaic panel structures to which wires are attached, we have succeeded in using them to support this crop. In addition to combining the imperative for hop growth with electricity production, our prototype makes it possible to protect the hops from overexposure to the sun, thus minimizing heat-related losses and reducing watering needs.

After tasting the first batch of this beer, produced by a local microbrewery, we have begun the first steps to go from the prototype to a project of over 20 MWp.





Photovoltaic hops



# Environment

Manage our activities to maximize the environmental benefits created by our projects and operations, while exceeding environmental regulations, to have a positive impact on the world around us.



# Annual Environmental Plan and Carbon Footprint

As part of our ISO 14001 environmental certification, we continued our actions in 2022 to reduce our environmental impact. Thanks to our new organizational modes, homeworking and videoconferencing in particular, we are continuing to reduce our CO<sub>2</sub> emissions .

**Following on from 2021, our second Carbon Footprint Analysis proved a 5% reduction in the impact of our daily operations and employee travel.**

The Green Plan for our pool and company vehicles which came into force in October 2021, and involves replacing all our conventional vehicles with electric or rechargeable hybrid vehicles over 5 years, is continuing, and our employees now benefit from a majority of vehicles with no or low emissions.

It is with a strong commitment that **we adjust our action plan each year to reduce our environmental impact**, because we are convinced that, because we produce decarbonized energy, it is even more important to be irreproachable and to take into account all the environmental impacts we can control in order to maximize the environmental benefits created by our projects and activities.

In 2022, we also set up a **working group focused on energy efficiency**, whose first actions have already begun: replacing the heating/air-conditioning system in certain buildings at our Avignon headquarters with a more efficient, energy-saving system, replacing neon lights with low-energy LED lighting, testing programmable power strips to ensure that computers don't remain on standby unnecessarily.

# Sustainable mobility : a step towards a low-carbon world



Transport accounts for around 30% of global emissions. That's why, at QENERGY, we've developed a sustainable mobility plan and encourage our employees to change the way they travel.

We provide charging points for their electric cars;  
We provide an electric vehicle at our Avignon headquarters for travel in the city, as well as bicycles in Avignon and in most agencies, to help you get around.

Regarding the allocation of company cars, we have put in place a plan to reduce the emissions of our vehicle fleet, enacted in October 2021, which plans to replace all our conventional vehicles with electric or plug-in hybrid vehicles over 5 years.

We also encourage our employees to pool their business travel or combine train and rental car. The need to telework during the Covid epidemic highlighted the viability of videoconferencing and how reducing non-essential travel can successfully limit our emissions.

## The sustainable mobility plan

In line with the 2015 Energy Transition Act, QENERGY France submitted its Sustainable Mobility Plan on September 23, 2021 to the Grand Avignon county council. The mobility plan is a set of measures that aims to improve the efficiency of company employee travel and encourage the use of alternative modes of transport to individual car use, in order to reduce emissions and road traffic.




Sustainable mobility is at the heart of the energy transition. Developing it is therefore an opportunity for QENERGY France to be consistent with its strategic ambition, its social responsibility, its sustainable development policy, its corporate responsibility objectives and its commitment to the environment, to be a low-carbon, environmentally-friendly employer.

It contains numerous measures, including home office, flexible working hours, awareness-raising and training, communication (ecomobility week, road safety training, etc.), the establishment of KPIs and the Sustainable Mobility Package (FMD).

# Focus on...

## Sustainable Mobility Package (FMD)

The Sustainable Mobility Package (Forfait Mobilité Durable in French) enables QENERGY employees who adopt sustainable mobility practices for their commuting to receive an annual allowance in accordance with the following conditions:

 Bike	0.25/km	Up to €500 (bike & carpool combined)
 Carpooling	0,20€/km	
 Public transport	50% subscription (100% if trainee)	
		Can be combined with FMD bicycle and carpooling up to a maximum of 600€.

In 2022,  
**52 employees**  
have benefited from the MDF  
at QENERGY, representing  
**23%** of staff

## Bike safety kit

QENERGY France employees who commit to making at least 20 round trips a year by soft mobility are eligible for a €50 grant towards the purchase of safety equipment (helmet, horn, safety vest, fluorescent armband, etc.).

## Eco-Mobility Week

For over 10 years, QENERGY France has been organizing an Ecomobility Week. The aim of this week is to limit our CO2 emissions linked to commuting by raising awareness of the use of eco-responsible means of transport (cycling, carpooling, public transport, etc.). To this end, various events are organized at our sites (distribution of safety kits, bike repair workshops, tips on eco-driving, carpooling, challenges, etc.).



## SNCF Sustainable Mobility Award



We were proud to receive this year's Mobilité Durable Entreprise award at the first edition of the Grands Prix de l'Écomobilité organized by the SNCF. This award recognizes the many initiatives implemented by our company to promote ecomobility among employees through our Sustainable Mobility Plan, and involving them in the adoption of more virtuous travel practices.

# Protecting the environment around our projects

## By setting up environmental measures

All wind and solar farm projects are subject to prior environmental studies (fauna and flora, landscape and heritage studies). Essential for integrating a project respectful of its environment, our environmental teams work in partnership with independent experts and associations to implement solutions designed to protect local flora and fauna.

## Our concern: a detailed and rigorous analysis of the territory

QENERGY integrates an Environmental Project Manager into each project team. Often coming from an environmental consulting firm, they have an excellent knowledge of the various themes (landscape, ecology, land use, etc.), and can rigorously coordinate the different environmental studies carried out by independent experts and ensure their quality.

These studies begin well upstream of the project, as soon as the site is identified, to ensure the best possible integration of the area's specific environmental characteristics into the definition of the project.

### Focus on...

#### **Measures to protect herpetofauna at the La Brède solar farm (Gironde)**

Our environmental approach generates concrete actions at our projects. The implementation of measures favourable to amphibians and reptiles at our La Brède solar farm is one example:

- Creation of ruts favourable to amphibians
- Restoration and management of vegetation for resting and reproduction of herpetofauna
- Hibernaculum deployment

These actions are having an effect, judging by the sighting of natterjack toad eggs in March 2023.



## Through long-term support for local associations

**QENERGY is committed to the environment and biodiversity in the areas where it operates.** As part of our activities in the Deux-Sèvres region, we support local associations. This is a long-term commitment that gives these players visibility and enables them to plan their actions over the medium term.

### Emergency - Sparrow in danger

The Groupe Ornithologique des Deux-Sèvres (GODS) is an association whose aim is to study and protect birds and their habitats. The association is affiliated at a regional level with Poitou-Charentes Nature and at a national level with France Nature Environnement. QENERGY has been supporting GODS since 2019 in its efforts to monitor and protect vulnerable bird species nesting in agricultural areas in the Deux-Sèvres, by funding a project entitled "Urgence - moineau friquet en danger".

### The 4th banding station in France!

The SYLATR association, founded in 2018 by a group of naturalist friends, invests its time and effort to protect a wetland, on the site known as La Trimouille in the Deux-Sèvres region of France. QENERGY has supported the association every year since 2019 to help to finance their banding projects to become the 4th banding station in France.



# The circular economy for our projects

We work with our suppliers to find solutions to improve waste management and recyclability, and encourage the use of sustainable alternative materials wherever possible.

We also use innovative processes during the construction phase to limit our impact on the environment. This year, we tested a process that filters water polluted by the cleaning of site machinery (high pH). The operating principle is as follows: the water to be treated passes through a first filter and then, when the water comes into contact with a probe, a pump starts up and opens a solenoid valve which injects CO<sub>2</sub> to neutralize the pH. This innovative system is made in France and can also be used in a closed circuit.



## Consideration of the circular economy

The circular economy model is based on three principles:

- Eliminate waste and pollution
- Keep products and materials already in use
- Regenerating natural systems

The renewal of wind farms is a field in which QENERGY positioned itself very early on and which fits in with this approach. We help numerous partners to implement end-of-life strategies for their renewable assets.

Over the years, this know-how has been widely recognized, and QENERGY has become a benchmark in France for the renewal of wind farms. In this respect :

- QENERGY is a main partner and speaker at End-of-Life Issues & Strategies (EoLIS), a conference organized by WindEurope since its inception in 2020.
- QENERGY is an active member of the Repowering Working Group organized by the Syndicat des Energies Renouvelables.
- QENERGY is the leading member of the Repowering Working Group organized by France Energie Eolienne
- QENERGY was a speaker at the Rewind and EnerGaïa renewable energy events.

## Focus on dismantling of our Souleilla wind farm

QENERGY began work on renewing wind farms in 2017 with the repowering of Souleilla Corbières, the first wind farm developed and built by QENERGY in 1999.

From July to September 2022 QENERGY dismantled the existing farm with the aim of maximizing the recycling and reuse of existing elements.

**99,4%**  
recycling and reuse  
of site materials

**0,6%**  
recovery and  
storage



©Absoludrones

### Wind turbines

- Resale of the best components as spare parts
- Recycling of metal parts (mast, nacelle, etc.)
- Donation of blade tips to an artist for the creation of artwork
- Sale of blade sections for furniture (tables, etc.)

### Foundations

- Foundations completely dismantled
- Extracted steel: 100% resold for processing and reuse
- Extracted concrete: 26% used in the farm's new foundations, 74% sold to a local company for reuse near the site

### The power grid

- 55% of the electrical network has been removed and recycled
- Only the cables under the access routes have been left in place, as their removal would have a negative environmental impact
- A commitment that exceeds legal requirements as 1.9km were removed against 0.3km imposed by the regulations (10m around the turbines).

# Renewable energies in the office

All our agencies and offices in France are supplied with electricity from renewable sources, through 100% green energy contracts or guaranteed origin certificates.

Our head office building has been designed in line with the **High Environmental Quality approach**. Among other solutions, it benefits from :

- A dual-flow ventilation unit, allowing incoming air to be preheated or cooled with outgoing air
- High-efficiency reversible air conditioning
- A green roof terrace to promote thermal inertia for significant energy savings
- A 10.15 kW photovoltaic solar power system for sunshades and railings
- Domestic hot water supplied by a solar thermal panel
- Photovoltaic shading on parking lots
- Charging stations for electric cars





QENERGY headquarters in Avignon



# Waste management: recycling and waste reduction at the office

We have set up a working group within the company focused on waste management and reduction in the offices. The aim of this WG is to create a certain dynamic to ensure proper waste management, respond to on-site issues, and organize awareness-raising, events and communications to reduce our waste.

## Bottle-top collection

QENERGY's Avignon headquarters is a collection point for the local association "La Compagnie des Bouchons" which collects and recycles plastic bottle tops and corks with a dual altruistic and ecological objective:

- Helping adults with disabilities live with dignity
- Resell the bottle tops to a recycling plant in France, which processes them in order to give them a second life in the form of plastic pallets, car parts, gardening equipment, children's car seats, garbage cans, etc.

## Compost

For several years now, ahead of the regulations (mandatory by 2024), we have set up composting facilities in several of our agencies and our headquarters to recycle our organic waste.

## Waste sorting

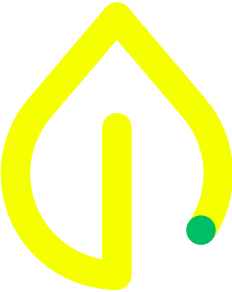
Waste sorting is, of course, an integral part of all our operations. In addition, we regularly communicate on the associated instructions in order to reduce sorting errors and raise awareness of the need to reduce waste.

# European Week for Waste Reduction



Event

## European Week for waste reduction campaign



As part of the European Week for Waste Reduction, the Waste WG has organized a large number of events in all our agencies in order to raise our employees' awareness of this issue.

The program included visits to sorting centers, a tour of a energy recovery center, composting workshop run by an association, zero waste lunch, repair workshop, presentation by the Zero Waste France association and daily communications on best practices.

A real success for this first participation!



# Social

Create a safe, stimulating working environment that reflects diversity and inclusion, encourages the professional development of our employees, and creates opportunities to work sustainably with our stakeholders and the communities in which we operate.







# **Our external involvement**

# Charities and voluntary work

## Charity policy

QENERGY has based its sponsorship and patronage policy on the objective of **having a positive impact on the territories in which we are involved and on society in all its diversity.**

We have thus developed a policy focused on projects which are either environmental, humanitarian, educational or carbon-free sports activities.

In 2022, we invested more than

**62 000€**

in associative projects

an increase of **24%** since last year



QENERGY team at the 24h Saint Pierre

## Some examples of the projects we support



### FitDays Triathlons in Haut Languedoc (Tarn & Hérault)

In 2022, QENERGY was partner of the Fit Days triathlons organized by the territory of the Haut-Languedoc and more precisely in the Monts de Lacaune. An inclusive, multi-generational event in a region with a long history of our activity, which on this occasion also became the scene of the French L championships in the discipline.



### Ze Festival (Drôme)

Since its launch in 2012, QENERGY is a partner of the "Ze Festival" organized by the ZAMM association in the Drôme region. A highlight in Marsanne, the event attracts over 1,500 people every year.



### Forges de Val Suzon (Côte d'Or)

We are a regular supporter of this beautiful renovation of a former blast furnace. Since 2006, the Association de Défense et de Sauvegarde des Forges de Val-Suzon has been running summer volunteer work camps to save the building and turn it into amongst other things, a museum for energy. The municipality also intends to restore a blacksmith's workshop that was dismantled in the 20th century. A hall for conferences and live performances will complete the ensemble.

# Education and awareness

Throughout the year, QENERGY supports educational initiatives to raise awareness among future generations of the importance of developing renewable energies for the planet's future, and why not, inspire new vocations!

## Focus on...



### Avignon Science Festival

We were present at the Village des Sciences d'Avignon with the association "Les Petits Débrouillards" for the Fête de la science 2022. All generations were able to learn more about how renewable energies work and what's at stake.



### ASVA partner event

Our teams presented the challenges of climate change and renewable energies to nearly 200 CM1 pupils from Villeneuve- lès-Avignon and Les Angles, close to the Avignon headquarters, during an educational day organized by our long-standing partner, the Association Sportive Villeneuve Athlétisme.



## Visits to sites developed and/or built by QENERGY

QENERGY teams are delighted to welcome schoolchildren to wind farms. On the program: a visit to the inside of a wind turbine, an introduction to renewable energies and fun workshops on the theme of wind power.



### Wind days

In June, our Lyon-based team mobilized for International Wind Day, in partnership with France Energie Eolienne, at the Langres Sud (52) and Monts de l'Ain (01) wind farms.

A visit to a mast, a climate fresco and games on wind power were on offer, and visitors came in their numbers to discover and better understand wind power for half a day.

# Education - Teaching

## "Teachers in Companies" with the CGénial Foundation

Once again this year, our teams joined forces with the CGénial Foundation to welcome teachers to our premises. This meeting enabled us to present our business as a developer and builder of renewable energy projects for educational purposes, and also to introduce them to new career opportunities for their students.



## Interventions in higher education

**QENERGY** supports and facilitates the work of its employees interested in teaching higher education students.

« This event allows us to meet our future colleagues. It's also a chance for us to showcase our wind energy professions. The exchanges are very fruitful and dispel preconceived ideas about wind power. This long-term partnership with CESI is a real mutual asset.»

This year, Cassandra Nossein, Wind Energy Project Manager, visited the CESI engineering school in La Rochelle to introduce them to the wind energy industry and its professions.

## Internships and Apprenticeships

In 2022, we maintained our commitment to students, welcoming no fewer than 4 apprentices and 20 interns in our various agencies and teams:

- 5 students joined our Support teams,
- 7 joined our Solar Development teams,
- 8 joined our Onshore and Offshore Wind Development teams,
- 4 joined our Engineering, Construction and Procurement teams.

# 13 563€

were donated to the apprenticeship tax in 2022, part of which goes to **FACE Vaucluse, the Fondation Agir Contre l'Exclusion.**

« I'm delighted to have had the opportunity to complete my last two years of training at QENERGY. I really appreciated the attentiveness, kindness and support I received, which created a favorable environment for developing my skills. It's an experience I've grown from, both humanly and professionally, and I'm delighted to continue with the signing of my first full-time contract. »

Schéhérazade Lagnaoui - Apprentice Human Resources Assistant 2021-2023



# Our internal commitment





# Charities and voluntary work

QENERGY is keen to support its employees' commitment to charitable organizations by setting up a policy of matching and voluntary contributions.

## Match-funding policy

QENERGY matches employee donations up to €500 per year and per person for fundraising activities and personal donations.

In addition, we occasionally double employee donations during events that generate widespread support for a cause. This was the case for a 4-month period in 2022 during the Russian invasion of Ukraine.

## Volunteering Policy

QENERGY France offers all its employees who wish to get involved in volunteer work on their own time 4 extra days paid per year.

We have contributed more than

5 600€

of donations in 2022, to support our employees' commitments with charities

# Diversity & Inclusion

## Index for professional equality between men and women

For 2022, our score is **93 out of 100**, split into the following indicators:

- Pay gap (average by age group and gender) : 38/40
- Differences in the number of people receiving a pay increase by gender: 35/35
- Percentage of employees receiving a raise after maternity leave: 15/15
- Number of employees of the under-represented sex among the 10 highest earners: 5/10

Our desire to **promote diversity in recruitment and our support for the promotion of women** to management positions will continue, with further progress in 2023, in line with the measures set out in our company-wide agreement on Professional Equality between women and men.

**At December 31, 2022, QENERGY France counted 115 men and 115 women.**

Score of



**93 out of 100**

for the 2022 M/F equality index

## A new company agreement on Professional Equality

A new company agreement on Professional Equality was signed in **2022** testifying to our commitment to professional equality between men and women, an agreement that includes an **ambitious action plan** and awareness-raising initiatives for our employees, such as continuing to promote women internally and raising awareness of the benefits of having a mixed team (presentation of our technical professions to secondary school pupils, with the aim of encouraging women to take up technical careers).

## DuoDay - changing attitudes to disability

This year, the 5th edition of DuoDay took place on November 17, 2022. DuoDay is a day designed to **dispel prejudices and change the way people look at disability**. During the day, a person with a disability teams up with a professional to immerse themselves in his or her daily life.

As well as bringing people together, DuoDay also promotes the conditions for better integration of disabled people into the workforce.

QENERGY France employees were all invited to take part in the event and promote the missions and professions of the renewable energies sector.

Several pairings were created: the Human Resources and Solar Development departments presented QENERGY France's businesses during the day.

We hope to have contributed to new career directions in the renewable energies sector. The teams have also demonstrated their ability to support people with disabilities in society.



# Occupational health and safety



We are collectively and individually **committed to ensuring that everyone leaves work safe and sound every day**. We are also committed to becoming a market leader in Health & Safety.

To achieve this goal, we **integrate health and safety objectives into all phases of our projects and activities**. To achieve this, we focus on two major areas:

- Anticipating and managing risks
- Develop health and safety culture and behaviors within our teams and in collaboration with our partners



More

**50%**

of employees have received **OHS training**

## Health & Safety Governance

Health and Safety leadership is provided by the Executive Committee. Health and Safety objectives are rolled out to every department and every employee. Risk analysis is a key element of our control system. It enables us to apprehend risks at all levels, right from the first stage of our projects. We also implement a **system of internal and external audits, monitoring and regulatory compliance** that enables us to face our responsibilities with confidence.

## Safety events

As our Health & Safety system includes all our partners, we have relaunched the organization of on-site **Post-Containment Safety Days**, starting with the Laudun l'Ardoise solar site.

# Health and Safety - Well-being at work

## Well-being at work: QVCT Week

For several years now, QENERGY France has been taking part in the Quality of Life at Work Week organized by the ANACT-ARACT network (Agence Nationale pour l'Amélioration des Conditions de Travail). A special program was proposed to our employees for this occasion.

The aim of this QVCT week was to **introduce new healthier habits** to promote well-being at work and improve performance.

Through webinars programmed by ANACT, interactive and participative workshops on the theme of "In search of meaning at work", and wellness and health prevention activities, a different theme was addressed each day of the week, such as "Values and meaning at work", "Posturology", "Eye Yoga", "Nutrition and home office" and "Developing self-confidence". In our agencies, HR and HSE team members led a workshop to raise awareness of psycho-social risks.

Finally, a survey was also shared with all employees, with the aim of gathering their opinions on the quality of working life within the company.

## Home office & flexible working hours

2022 also saw the roll-out of a **new agreement on working hours, embodying flexibility** for all employees. This agreement includes the extension of eligibility conditions for home-working and the number of days available (2 days per week), as well as the possibility for employees to freely adapt their working hours, always with the aim of promoting the best possible work/life balance.

## Stimulus platform

QEF has a partnership with the Stimulus platform, a psychological support service available to all employees. This service enables employees to talk anonymously and confidentially with a psychologist about professional and personal problems.

# Well-being at work - CSE activities

The Social and Economic Committee (Comité Social et Economique - CSE), as the body representing company employees on a range of issues, including Health, Safety and Working Conditions, has decided to join QENERGY France in promoting well-being in the workplace.

To this end, every year the CSE organizes a number of events designed to promote cohesion and well-being, and to revive the spirit of conviviality in the wake of the COVID19 pandemic.

- Christmas parties in the various offices
- Football tournament and barbecue
- Ski weekend
- Various social events: crêpe party, raclette, Advent calendar games, etc.

This year, the CSE also decided to be more responsible with its purchases. For Christmas gifts for employees' children, the CSE has chosen to use local bookshops in each agency location to offer a choice of books and board games.



# Training and professional development

Each employee's contribution to the creation of value in our business is vital. It is therefore a **priority for us to develop their skills** in high value-added areas, both professionally and personally.

## Mentoring

As every year, QENERGY France launched its Mentoring Program open to all employees. In 2022, a Group Mentoring program was also initiated to create cross-cultural pairs in 2023. The aim of this program is to facilitate the sharing of knowledge and experience, and to ensure that the expertise and know-how acquired are passed on to all employees wishing to develop their careers within QENERGY France. The Mentoring program is intended to help **develop interdepartmental relations**, and also represents an excellent opportunity for mentors to **pass on their knowledge of their profession, their experience and the organization**.

30 mentors including  
**43% women**

30 mentees including  
**57% women**

## Training

**187 employees received training in 2022, representing 5,589 hours of training in addition to the 1,820 hours dedicated to HSE topics.**

This year, we once again supported in-house trainers in the sharing and transmission of technical skills to project teams. We also trained 23 people in MBTI (Myers Briggs Type Indicator, a psychological evaluation tool that determines a subject's psychological type), in line with Q ENERGY France's human development strategy and our own culture, a learning organization that relies on collective intelligence to meet tomorrow's challenges.

With the aim of creating a common international "QENERGY" culture, intercultural training sessions have been deployed for all employees over the end of 2022.

**187 employees**  
have been trained

# Supporting our top athletes

As part of its CSR policy, QENERGY provides its top-level sportsmen and women with financial support and flexible working hours to help them achieve their personal goals.



## Marie Sollaud

For the past 2 years, we have been supporting Marie Sollaud, Instrumentation Manager, who in November 2022 became the new French Polynesian pirogue champion in the OC1/V1 single-seater long-distance event, and bronze medallist in the OC2 mixed/women's event!



# Annual seminar

Every year, QENERGY holds a two-day seminar for its employees. This unifying event is organized to enable all employees at the company's 7 sites to meet, exchange ideas and share both strategic and informal moments.

On the program:

- A plenary meeting on the theme of adapting to change and celebrating the year's successes
- A festive evening in an exceptional setting
- Team-building activities



**Do you have any questions or comments?**  
**Contact us at: [rse@qenergyfrance.eu](mailto:rse@qenergyfrance.eu)**



**[www.qenergy.eu](http://www.qenergy.eu)**

Amanda Baudry  
Communication & CSR Manager

QENERGY France SAS  
330 rue du Mourelet  
84000 Avignon, France  
T +33 4 32 76 03 00  
[info.france@qenergy.eu](mailto:info.france@qenergy.eu)

