



CORPORATE SOCIAL RESPONSIBILITY **AFR**

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FOREWORD

ORGANISATION

All sectors of the company work together on all the social, environmental and societal aspects of the Group's Corporate Social Responsibility (CSR) policy, coordinated by the CSR Division (one person full time), who is also responsible for non-financial reporting.

Since 2016 the CSR Division, created in 2005, has reported to Arnaud Bosom, the Executive Committee member who also heads the Human Resources Division.

In 2014, the Board of Directors decided to set up an Ethics and CSR Committee (see section 3.2).

An update on CSR activities is presented at each Meeting of the Board of Directors by the Chairman of the Board, Gilles Pélisson.

MEMBERSHIP IN THE GLOBAL COMPACT

The Bouygues group, on behalf of all the businesses that it represents, including TF1, renewed its commitment alongside other French and international companies to respect and promote the ten principles of the Global Compact on human rights, labour, the environment, and anti-corruption.

In 2019, the TF1 group will publish SDG (sustainable development goal) reports in accordance with Global Compact recommendations.

REFERENCE FRAMEWORKS GOVERNING GROUP CSR REPORTING AND IMPLEMENTATION OF THE "COMPLY OR EXPLAIN" PRINCIPLE

Under Article L225-102-1 of the decree transposing the European reporting directive of August 2018 into French law, the TF1 group, a subsidiary of the Bouygues group which consolidates its financial statements, is no longer obliged to publish a non-financial report, nor to have the content verified by an independent third party.

Nevertheless the TF1 group took the decision to publish this report, covering TF1 group employee-related, environmental and social issues, presented in accordance with French regulatory requirements of Decree no. 2012-557 of 24 April 2012 relating to Article 225 of the Grenelle 2 Act, as well as the Decree of 19 August 2016 (which requires reporting on significant GHG emissions, including scope 3 emissions, the circular

economy, tackling food waste and other ways in which natural resources are used).

The Group also chose to continue to undergo third party auditing for the seventh year running. See the independent auditor's report on a selection of extra-financial information in section 7.4.

The definition and method of compilation of employee-related, environmental and social indicators is covered by two methodological guides shared with contributors, staff at Bouygues SA's Sustainable Development Division and the independent auditor.

SCOPE AND GENERAL PRINCIPLE OF COMPANY CONSOLIDATION

TF1 group generates revenues mainly in France and in Europe. In 2018, the breakdown was as follows: 94.2% (96.1% in 2017) in France, 4.2% (3.5% in 2017) in Europe excluding France, and 1.6% (0.4% in 2017) for other countries.

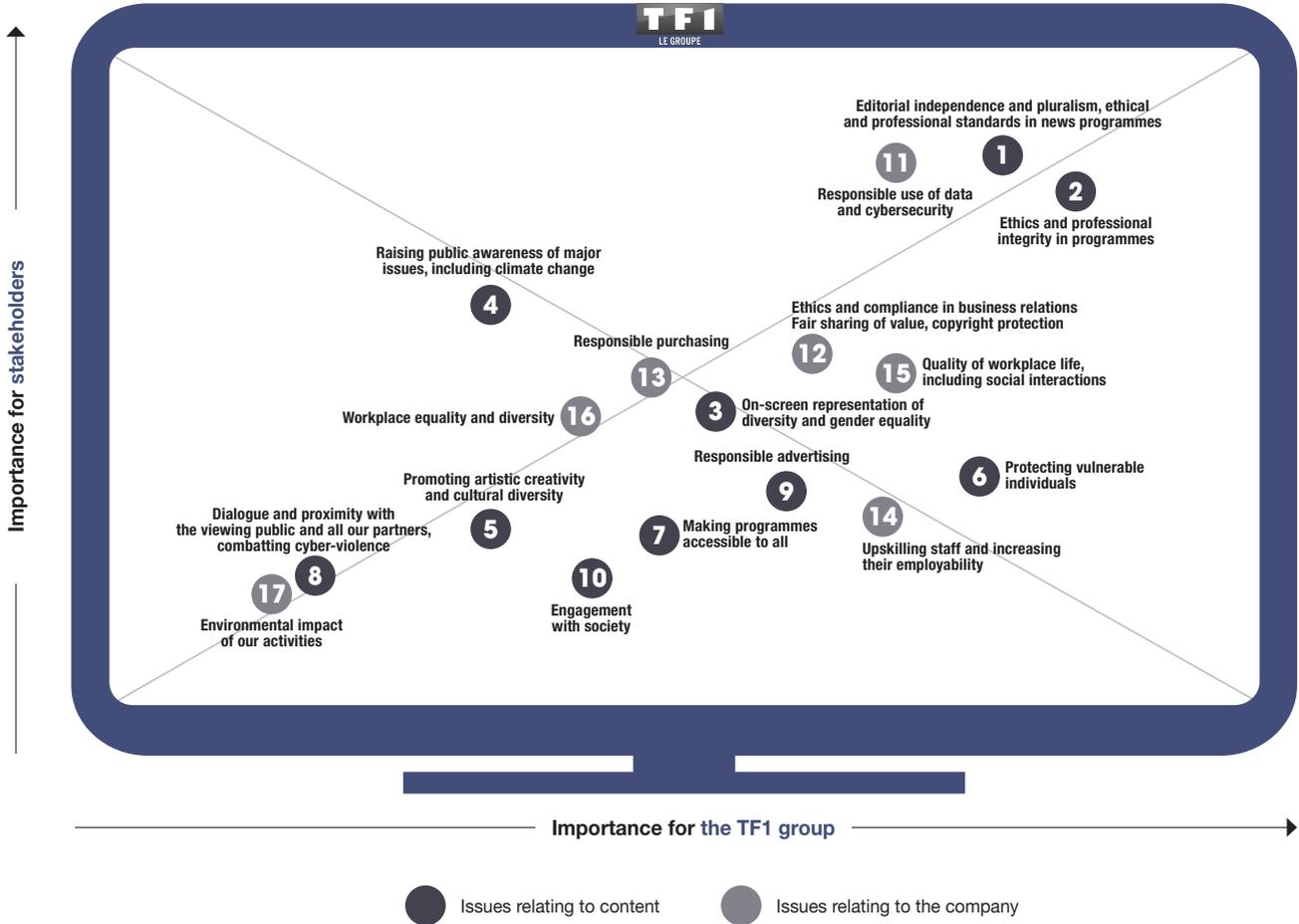
Fully and partially consolidated companies are included in reporting except where TF1 group does not operate the entity (*i.e.* does not have management responsibility for it). A company has management responsibility for an entity when it has the power to make decisions on the operational procedures of that entity.

Modifications made since the previous report: TF1 group's acquisition of the Aufeminin group, consolidated in the financial statements as of 30 April 2018 and acquisitions of Doctissimo and Gammed!.

The non-financial scope may vary by indicator. Where this is the case (scope less than 100% of revenues or total workforce), the scope is systematically specified in the introductory methodology note or directly in tables.

MATERIALITY STUDY

The details of the methodology implemented for the materiality study can be found in the report included in this document.



CHALLENGES, STAKEHOLDERS, DIALOGUE AND EXAMPLES OF ACTION⁽¹⁾

Challenge ⁽²⁾	Internal actors	Stakeholder	Dialogue method	Examples of actions and indicators	
1	Editorial independence and news media pluralism, ethics and professional integrity	News Division, Society of Journalists, Legal Affairs Department, General Counsel's Department	Regulatory authority (CSA) Public; Public; Independence and Pluralism Committee	Participation in working groups, production of reports, proposals	<p>In 2018:</p> <ul style="list-style-type: none"> First meeting of the Independence and Pluralism Committee set up in 2017 (still awaiting guidance from the French broadcasting regulatory authority (CSA) on operating methods). <p><u>Indicators:</u> comments (warning/formal notice) from the CSA for the last year studied (2017): 1 warning (Protection of the identity of minors in an episode of "Sept à Huit").</p> <p>See Section on Risks – Ethics and professional integrity/News</p>
2	Ethics and professional integrity in programmes	Programme units, Compliance Division, Legal Affairs Department, General Counsel's Department	French broadcasting regulatory authority (CSA), Producers, Public	Direct interaction with contributors to news and programme content, reminder of the agreement signed with the CSA in contracts	<p>Annually:</p> <ul style="list-style-type: none"> Dialogue with producers; Ongoing monitoring and viewing of programmes by the Broadcasting Division and Programme Compliance Division. <p><u>Indicators:</u> comments (warning/caution) from the CSA for the last year reviewed (2017): 0.</p> <p>See Section on Risks – Ethics and professional integrity/programmes</p>
3	On-screen representation of national diversity and gender equality	Programme units, News Division, Human Relations Division, Training	Producers French broadcasting regulatory authority (CSA) Public	Reminder of the agreement signed with the CSA in contracts Organisation of conferences	<p>Annually:</p> <ul style="list-style-type: none"> Quantitative commitments towards the CSA; Letter to producers of non-scripted broadcasts reminding them to focus on diversity during castings. <p>In 2018:</p> <ul style="list-style-type: none"> 2nd edition of the "Femmes dans l'info" (Women in the news) study; Organisation of the "Expertes à la Une" event; Partnership with Vox Femina/"Femmes en Vue" award and organisation by TF1 of media training for 24 women experts; Broadcasting of the short programme, "C'est Quoi Cette Question" (What is this Question), on anti-discrimination issues. <p>Indicator: women in TV news as a percentage of all participants. The result of the last internal study carried out in 2018 on TF1's news programmes was 39%, up 5% in terms of the presence of women in general (from 34 to 39%) and experts, in particular, (from 22 to 27%) compared with the study carried out in 2016.</p> <p>See 7.3.10 Promoting diversity</p>
4	Raising public awareness of major issues, including climate change	Programme units, News Division, social media	Producers External Public Communication News Team Journalists	Dialogue with producers; Audience relations	<p>Annually:</p> <ul style="list-style-type: none"> Stories advocating solutions, regularly covered by news programmes; Messages in weather forecasts; Editorial line entirely dedicated to sustainability on Ushuaia TV. <p>In 2018:</p> <ul style="list-style-type: none"> Impact Positif, an online podcast created by LCI journalist, Sylvia Amicone. <p>See 7.2.1 General environmental approach</p>
5		Programme units, News Division, Innovation and Digital	Producers Public	Frequent meetings with producers, schools Creative workshops, Encouragement for more diverse casting	<p>Annually:</p> <ul style="list-style-type: none"> Integration of cultural diversity in the rights purchasing approach; Creative development for the Seine Musicale music venue, TF1 Musique, TF1 Film Productions; <p>In 2018:</p> <ul style="list-style-type: none"> Renewed support for La Chance aux concours (which funds places at journalism school for young people), the partnership with FEMIS (training for screenwriters), new partnership with the non-profit organisation, Moteur!. <p>See 7.3.5 Sponsorship and partnership initiatives</p>

Challenge ⁽²⁾	Internal actors	Stakeholder	Dialogue method	Examples of actions and indicators	
6	Protection of vulnerable individuals	Channel and Broadcasting Division	Public French broadcasting regulatory authority (CSA)	Commitment to the CSA, annual review	<p>Annually:</p> <ul style="list-style-type: none"> No programmes that are prohibited for children under 18, content rating if not suitable for all audiences; Child psychologist who views all youth series purchased by TF1. <p>See 7.3.9 Protection of young viewers</p>
7	Making programmes accessible to all	Channel and Broadcasting Division	Public Non-profit organisations	Dialogue with organisations representing people affected by sensory disabilities, emails from viewers	<p>Annually:</p> <ul style="list-style-type: none"> Subtitling and audio description of programmes on all Group channels consistently exceed legal requirements. <p>In 2018:</p> <ul style="list-style-type: none"> Implementation of the Facil'ITI solution for website accessibility to MYTF1.fr and LCI.fr. The Facil'ITI start-up was incubated by Station F in the 2nd season of TF1 Medialab; Subtitling and audio description: development of dialogue and feedback with user associations. <p><u>Indicators</u>: subtitled programmes and number of programmes with audio description as a percentage of mandatory requirements.</p> <p>See 7.3.8 Programme accessibility</p>
8	Dialogue and proximity with the viewing public and all our partners, fight against cyber violence	External Communication Division, Community managers; news Ombudsman;	Public	Personal replies to emails, phone calls and letters	<p>Annually:</p> <ul style="list-style-type: none"> Coordination of social media by community managers; Response from the News Ombudsman; Through the Foundation, organising meetings with sixth form students, work experience for secondary school pupils, and visits to TF1 studios; Respect Charter at all Group sites and on social media. (Partnership with Respect Zone). <p>In 2018:</p> <ul style="list-style-type: none"> Broadcasting of the TV movie, <i>Le Jour où j'ai brûlé mon cœur</i> (The Day when I burned my heart) part of the French Department of Education's anti-bullying campaign on broadcasting and on social networks. <u>Indicators</u>: the Group has millions of followers on social media (over 72 million in 2018). <p>See 7.3.4 Public relations</p>
9	Responsible advertising	TF1 Publicité; Sales Division; Development Division of TF1 Publicité;	ARPP; Public; Advertisers; Media agencies; French Competition Authority	Publication of general terms and conditions of sale; Website www.tf1pub.fr, References magazine; events, Campus, etc.	<p>Annually:</p> <ul style="list-style-type: none"> Advertising regulations and compliance rules applied to all advertising messages, whatever the medium and broadcasting format, including on-demand audiovisual media services. <p>In 2018:</p> <ul style="list-style-type: none"> Broadcasting a daily advertising spot on green products broadcast during sustainable development week. <p>See Section on Risks, Compliance and ethics in advertising</p>



Challenge ⁽²⁾	Internal actors	Stakeholder	Dialogue method	Examples of actions and indicators	
10	Social commitment	Broadcasting TF1 Publicité TF1 Initiatives Committee, Corporate Foundation, HR Division/Corporate Communication	Associations and NGOs	Responses to requests; Multi-year contracts and partnerships	<p>Annually:</p> <ul style="list-style-type: none"> Various types of aids implemented by the channels and TF1 Publicité: production of commercials, free advertising, special campaigns, donation of game show winnings, etc. <p>In 2018:</p> <ul style="list-style-type: none"> First year in which the TF1 Initiatives approach was rolled out; Numerous events organised in partnership with Sport Dans la Ville, Fraternité Générale and Respect Zone; Employee commitment programme, particularly the "commitment week" in April 2018. <p><u>Indicators:</u> Value of the Group's donations: €38.4 million. Number of recipient organisations: 137 See 7.3.5 Partnership and sponsorship initiatives</p>
11	Responsible use of data and cybersecurity	Legal Affairs Department, TF1 Digital, TF1 Publicité, Internal Resources Division, HR Division	Employees, Internet users Service providers	Privacy policy available online on all MYTF1 media, intranet articles	<p>Since 2007</p> <ul style="list-style-type: none"> Policy for the processing and security of personal data collected, strengthening internal encryption techniques, signing of a confidentiality agreement for employees with access to personal data; Signing of the IAB Europe European Charter by TF1 Publicité; GDPR working group set up in 2017. <p>In 2018:</p> <ul style="list-style-type: none"> Regular working group meetings to introduce a number of measures, including the appointment of a Data Protection Officer (DPO), development of a general GDPR policy comprising internal rules and "job" sheets, training, improved technical systems, user information etc. <p>See Section on Risks, Issues in digital media/Protection of personal data and users' data</p>
12	Ethics and compliance in business relations Fair distribution of value and protection of copyright	Legal Affairs Department and General Counsel's Department	Suppliers Public authorities, internet users Content-sharing platforms	Legal action and awareness-raising initiatives (fight against piracy)	<p>Annually since 2015:</p> <ul style="list-style-type: none"> Ethics and CSR Committee; Code of Ethics and Compliance Programmes; Charter of Institutional Relations; Ethics and Compliance risk mapping; guide to day-to-day ethical practices; Actions to remove illegal content from sharing platforms and social media using dedicated tools. <p>See Section on Risks, Ethics and social responsibility of the Group; Issues in digital media/Fight against piracy and protection of copyright</p>

Challenge ⁽²⁾	Internal actors	Stakeholder	Dialogue method	Examples of actions and indicators	
13	Responsible purchasing	Central Purchasing Division, Téléshopping, TF1 Entreprises, Rights Purchasing EIG	Suppliers Rights holders	Discussions with suppliers, Contractual clauses, Responsible Purchasing Charter	<p>Annually:</p> <ul style="list-style-type: none"> Responsible purchasing policy: supplier assessment by EcoVadis, "Ethics and diversity" clause in contracts; Revenue generated with companies specializing in the employment of disabled workers. <p>In 2018:</p> <ul style="list-style-type: none"> Renewal of the Responsible Supplier Relations Label. <p><u>Indicators:</u> Revenue with the sheltered/adapted sector <i>i.e.</i> firms that only or predominantly employ people with disabilities (€K). In 2018: 261.1. Number of suppliers assessed by the EcoVadis platform in 2018: 183. See 7.3.7 Responsible purchasing approach</p>
14	Developing the skills and employability of employees	HR/Talent Division	Employees	Performance appraisals and career interviews Themed breakfasts, meetings with the Chairman & CEO Communication of strategy <i>via</i> a monthly newsletter	<p>Annually since 2016:</p> <ul style="list-style-type: none"> Training programme offered by the TF1 University to all employees based on Innovation, Business and Digital (Connect plan). Culture of learning, skills sharing and transfer (diverse apprenticeship formats, employees' involvement in designing training courses, recognition of in-house expertise etc.). <p>In 2018:</p> <ul style="list-style-type: none"> Launch of the GEPP (Jobs and career management) initiative; End of the Connect course to educate employees' about changes to their ecosystem and the digital challenges that business lines and the wider industry will face. <p><u>Indicators:</u> % of employees who had an annual performance appraisal. In 2018: 89.8%. Internal mobility as a proportion of total recruitment (%). In 2018: 37.9% See 7.1.9 Skills development and 7.1.10 Attracting and retaining talent</p>
15	Quality of life at work, including social interactions	HR Division/Social Affairs, managers	Employees and staff representative bodies	Negotiation of agreements with staff representative bodies; communication publications	<p>Annually</p> <ul style="list-style-type: none"> All Group companies have staff representative bodies; Numerous agreements signed with personnel-representative bodies (diversity, disability, incentive schemes, working hours etc.). <p>In 2018:</p> <ul style="list-style-type: none"> Elections for the new Social and Economic Committees; Agreements signed: second amendment to the TF1 group's incentive agreement in relation to targets; agreement on Social and Economic committee operating methods; agreement on electronic voting in union and other work-related elections; agreement on union methods; framework agreement regulating the various mandatory negotiations to be held by the TF1 group; New edition of the satisfaction survey. <p><u>Indicators:</u> rate of participation in the survey and level of satisfaction. (46% and 66%). See 7.1.6 Professional relationships and report on collective agreements</p>



Challenge ⁽²⁾	Internal actors	Stakeholder	Dialogue method	Examples of actions and indicators	
16	Workplace equality and diversity	HR Division/Operational HR teams and Social Affairs, managers	Employees and staff representative bodies	Negotiation of agreements with trade unions, internal publications	<p>Since 2007</p> <ul style="list-style-type: none"> ■ Gender equality agreement; ■ Disability agreement. <p>Since 2016:</p> <ul style="list-style-type: none"> ■ Fifty-Fifty network; ■ Internal and external mentoring programme. <p>In 2018:</p> <ul style="list-style-type: none"> ■ Continuation of the Aufeminin leadership training to promote professional development for women within the company; ■ Disability awareness-raising initiatives were organised for HR – purchasing – corporate communication teams. <p><u>Indicators:</u> No. of disabled employees: % of female managers: 55% % of the Management Committee's 150 members who are women: 38%.</p> <p>See 7.1.8 Equal opportunities and the fight against discrimination</p>
17	Environmental impact of the company	Corporate Services Division	Employees Suppliers	Clauses in specifications; Intranet articles	<p>Since 2009</p> <ul style="list-style-type: none"> ■ Membership of the Ecoprod collective; ■ Travel plan since 2010; ■ Numerous measures to reduce energy use in buildings management and technical processes. <p>In 2018:</p> <ul style="list-style-type: none"> ■ ISO 50001 certification. ■ Signing of a Renewable Energy contract for the ATRIUM building. ■ Introduction of selective sorting. <p><u>Indicators:</u> Change in electricity consumption in 2018 compared with 2017: -3.3%.</p> <p>See 7.2 Environmental information</p>

(1) The targets for each challenge can be found in the Report contained in the "materiality matrix" section.

(2) The challenges are not numbered in order of priority. This can be found in the materiality mapping shown in the Report contained in the "materiality matrix" section.

RECOGNITION OF THE PERFORMANCE OF TF1 GROUP IN STOCK MARKET INDICES ON SUSTAINABLE DEVELOPMENT

TF1 continued to feature in all of the following indices in 2018:

Ratings agencies	Index/rating
RobecoSam	■ DJSI World and DJSI Europe Index
Vigeo (Eiris)	■ Ethibel Sustainability Index Excellence Europe
Ethifinance	■ GAIA Index
Oekom	■ Prime status
MSCI	■ AA rating
Thomson Reuters	■ Diversity & Inclusion Index

TF1 was also placed 20th in the Equileap world ranking for the place of women in the company (see: <https://equileap.org/wp-content/uploads/2018/10/Equileap-Gender-Equality-Global-Report-and-Ranking-2018.pdf>)

COMMITMENT OF MANAGEMENT, VARIABLE COMPONENT OF EXECUTIVE COMPENSATION

The Bouygues Management Institute regularly organises seminars attended by senior executives of TF1. The aim is to encourage managers to reflect on their role, responsibilities and the application of ethical principles in their day-to-day actions, and to unite Group senior management around common values.

Since January 2014, on a proposal by the Remuneration Committee, the Executive Director's variable remuneration has included a qualitative criterion on CSR performance: TF1's ongoing presence in at least four non-financial rating indices.

Since 2017, the variable compensation of each Executive Committee member has also included a CSR criterion, weighted at 5%. The actual criterion varies between each Executive Committee member, depending on their managerial responsibilities and the associated CSR issues.



7.1 SOCIAL INFORMATION

7.1.1 GENERAL APPROACH

In 2018, the TF1 group continued to restructure numerous divisions and business units. The changes were designed to support new forms of collaboration and the increasing digitisation of the Group's activities. With this in mind, the Group continued to redesign its work spaces to foster synergy, teamwork and innovation as part of the "TF1 by Nextdoor" project which will continue in 2019. In addition, TF1 group is keen to refocus on its core business while pursuing its digital ambitions.

In terms of training, TF1 has completed the roll out of its training programme (Connect) to educate employees about the new ecosystem and the digital challenges that its business lines and the wider industry will face.

To help develop employee skills and identify future business lines, the Group has launched an innovative jobs and career management initiative with the trade unions, by involving them in building career development modules to be offered to TF1 group employees. These modules will be trialled on pilot divisions/business lines in early January 2019. At the same time, negotiations will be launched in the first half of 2019.

7.1.2 SOCIAL REPORTING PARAMETERS

Employees concerned: all employees having an employment contract with TF1 group.

The workforce percentages mentioned throughout this section are based on the 2018 data scope. Published data for 2016 and 2017 do not always cover the same scope, because newly acquired subsidiaries were gradually introduced into indicator calculations.

The indicators in this chapter cover four different scopes, expressed as a percentage of the workforce:

- 100%: World;
- 90%: France;
- 84%: World excluding Doctissimo, Aufeminin and Gammed!;

In 2018, TF1 focused on pay increase for high-performing employees with less than four years of service, as well as for key talent. At the same time, it remained committed to closing the gender pay gap by means of a dedicated budget. This was successful and a large number of the pay gaps observed have been resolved. (See section on remuneration).

In 2018, the incentive scheme paid out an average of €2,217 to over 3,700 employees, due to the fact that the TF1 group had outperformed its targets in 2017. At the same time, TF1 continued its policy of internal savings. Where possible, only two-thirds of employees leaving the Group were replaced. TF1 has likewise continued its project to streamline its organisation by reducing the layers of management.

Concerning promotion and compliance with the provisions of the fundamental agreements of the International Labour Organization (ILO), TF1, which is a French company and whose workforce is mainly French, applies French, European and international law. Child or forced labour is strictly prohibited.

- 81%: France excluding Doctissimo, Aufeminin and Gammed!;
- 77%: France excluding Neweb, Play Two, Bonzai Digital, Doctissimo, Aufeminin and Gammed!;
- 72%: World excluding Newen, Doctissimo, Aufeminin and Gammed!;
- 68%: World excluding Newen, Neweb, Play Two, Bonzai Digital, Doctissimo, Aufeminin and Gammed!;
- 67%: France excluding Newen, Neweb, Bonzai Digital and Play Two, Doctissimo, Aufeminin and Gammed!.

Reference period: 1 January 2018 to 31 December 2018.

7.1.3 WORKFORCE

OPEN-ENDED (OE) AND FIXED-TERM (FT) CONTRACTS

INDICATOR: GROUP OE AND FT WORKFORCE

At 31/12 (Scope: World, OE, FT)	% workforce	2018	2017	2016
Clerical, administration, technical and supervisory staff	100	955	646	706
Managerial	100	2,076	1,858	1,849
Journalists	100	560	553	552
TOTAL	100	3,591	3,057	3,107

INDICATOR: GROUP OE AND FT WORKFORCE BY GEOGRAPHIC REGION

At 31/12 (Scope: World, OE, FT)	% workforce	2018	2017	2016
France	90	3,232	2,936	3,064
International	10	359	121	43
Europe (excluding France)	8	283	118	39
Africa and Middle East	<1	17	1	2
North America	1.2	42	2	2
Central and South America	<1	4		
Asia-Pacific	<1	13		
TOTAL	100	3,591	3,057	3,107

INDICATOR: AGE PYRAMID AND AVERAGE LENGTH OF SERVICE

At 31/12 (Scope: World, OE, FT) Length of service excluding Newen, Doctissimo, Aufeminin, Gammed!	% workforce	2018	2017	2016
< 25 years old	100	285	199	180
25-34 years old	100	1,086	760	628
35-44 years old	100	970	898	831
45-54 years old	100	923	886	810
55 and over	100	327	314	290
Average age	100	40	40	41
Average length of service at TF1 group	72	12	12	12

INDICATOR: TYPE OF EMPLOYMENT CONTRACT

At 31/12 (Scope: World, OE, FT)	% workforce	2018	2017	2016
Number of employees on OE contract*	100	3,135	2,706	2,801
Number of employees on FT contract (including apprenticeship, work-study, professional development contract, etc.)	100	456	351	306
o/w number of employees with a professional development contract	100	163	133	135
o/w number of employees with an apprenticeship contract	100	67	48	46

* Newen's employees with open-ended contracts have been consolidated into the TF1 group's workforce since the 3rd quarter of 2016. Bonzai Digital's employees with open-ended contracts have been consolidated since January 2017, those of PlayTwo since August 2017. Doctissimo, Aufeminin and Gammed! employees with open-ended contracts have been consolidated since the 4th quarter of 2018.



TEMPORARY EMPLOYMENT

TF1 GROUP POLICY ON THE USE OF TEMPORARY EMPLOYMENT

TF1 group strives for a modest level of temporary employment. At TF1 SA, which employs the bulk of the workforce, this is less than 5%, far lower than for other competing television companies. Currently, the Group mainly uses temporary employment in the production sector, through TF1 Production and the recently consolidated Newen group, which explains the increase in the full-time equivalents (FTE) of temporary staff since 2016. The use of temporary employment is standard industry practice in this sector, where activity is inherently unpredictable.

STATUS OF TEMPORARY STAFF IN TF1 GROUP

In order to provide temporary staff with high-quality social security cover, the STP (a private television union) signed the National Inter-Sector Collective Agreement establishing collective cover for death and disability insurance, which TF1 group has applied since 2008.

TF1 group also allows temporary staff fulfilling eligibility conditions to benefit from the social and cultural activities offered by the TF1 Works Councils.

Temporary staff's working for TF1 are also eligible for the Group's incentive and profit-sharing schemes, which draw on the Bouygues group's leveraged employee savings schemes.

INDICATOR: PERCENTAGE OF FTE WORKERS OVER 12 MONTHS REPRESENTED BY NON-PERMANENT EMPLOYEES (TEMPORARY STAFF, EXCLUDING FREELANCERS)

Jan-Dec. <i>(Scope: World excluding Doctissimo, Aufeminin and Gammed! Σ temporary staff end of month)/(Σ temporary staff end of month + Workforce on OE contracts at end of year N)</i>	% workforce employees	2018	2017	2016
Percentage of FTE workers	84	23.2%	25.5%	9.0%

EMPLOYEES FROM OUTSIDE TF1

INDICATOR: FTE OF TEMPORARY WORKERS OVER 12 MONTHS

Jan-Dec. <i>(Scope: France excluding Doctissimo, Aufeminin and Gammed!) (temporary workers) (Σ days of temporary employment x 7 hours/1,607 hours)</i>	% workforce	2018	2017	2016
	81	4.0	0.3	3.7

In its service contracts, TF1 group includes clauses on the promotion and respect of the fundamental ILO conventions, notably on the prohibition of forced labour.

HIRING AND DEPARTURES

TF1 group is continuing its workforce management approach. The large number resignations in 2017, particularly in sales and digital, fell in 2018.

INDICATORS: HIRING AND DEPARTURES

HIRES

Jan-Dec. <i>(Scope: World excluding Doctissimo, Aufeminin and Gammed!, open-ended and fixed-term).</i>	% workforce	2018	2017	2016
Number of hires on open-ended, fixed-term, apprenticeship contracts*, etc.	84	673	661	585
<i>o/w open-ended recruitment, France</i>	84	241	252	172

* This calculation includes fixed-term contracts converted into open-ended contracts.
For Bouygues reporting, the calculation excludes fixed-term contracts converted into open-ended contracts, which gives a figure of 557.

DEPARTURES BY REASON

Jan-Dec. (Scope: France, excluding Doctissimo, Aufeminin and Gammed! open-ended)	% workforce	2018	2017	2016
Number of resignations	81	104	119	88
Number of compulsory retirements	81	1	0	0
Number of retirements	81	4	2	2
Number of redundancies	81	117	132	146
Number of mutually agreed terminations of contract	81	65	81	89

FT DEPARTURES

Jan-Dec. (Scope: France excluding Doctissimo, Aufeminin and Gammed!, fixed-term)	% workforce	2018	2017	2016
Number of FT departures	81	310	394	423

INDICATOR: INSTABILITY RATE

Jan-Dec. (Scope: France excluding Doctissimo, Aufeminin and Gammed! OE) (\sum OE resignations + \sum OE redundancies + \sum mutually agreed termination of contract)/average OE workforce)	% workforce	2018	2017	2016
Instability rate	81	10.9%	12.2%	11.4%

7.1.4 ORGANISATION OF WORKING HOURS

ANNUAL WORKTIME: SUMMARY OF WORKTIME ADJUSTMENT AND WORKTIME REDUCTION AGREEMENTS

Agreements on adjusting and reducing working hours (Time Off In Lieu, or "TOIL", agreements) have been reached in all Group companies since 2000 (changeover to 35 hours). They govern the different staff categories according to status, with agreements for permanent staff (production, technical and administrative staff and journalists) and for temporary workers.

Under the agreements applicable within TF1, non-managerial personnel work 37 hours per week and have 14 days of TOIL per year, and managerial staff, under a fixed number of working days (213 to 216 days), have 12 or 13 days of TOIL per year. The TOIL agreements negotiated therefore allow all staff to work on the basis of fewer annual hours than the statutory amount (1,607 hours and 218 days).

Working hours are monitored through a precise count of periods worked and not worked. This is sent each month to the employees concerned, who inform their Human Relations Division of any anomalies.

The workload is monitored at least once a year, usually during the annual performance review between the manager and employee. On the basis of this interview, line managers propose, where required, an action plan aimed at rectifying any imbalance. Employees can also request the intervention of a Human Relations manager in the event of any conflicting workload appraisals or when corrective measures seem inappropriate. By the end of the last performance reviews, 26 reviews and actions plans had been conducted.

Finally, a unanimous agreement on the reform of the working time account places an upper limit on the number of days that can be banked to encourage employees to take leave and thus improve work/life balance.

BONUSES RELATED TO WORKING TIME

The TOIL agreements established within the Group also provide for a set of bonuses to compensate for the constraints related to specific work organisations, given the constraints of the audiovisual business. Working time is assessed for the categories of staff concerned on a continuous broadcasting basis. As a result, the agreements take into account the issue of rotas, early-morning and late-night shifts, the number of days in the week worked in each rota, and weekends and/or public holidays worked.

POLICY ON TAKING REST DAYS AND LEAVE

All TF1 group companies are governed by worktime adjustment agreements that enable employees to manage their TOIL days, provided that each department continues to operate smoothly.

Likewise, to ensure that all employees have the opportunity to acquire new skills, for their own personal development and with no specific links to their jobs, the company allows TOIL days to be converted for personal development. TOIL days can thus be used by employees in order to finance all or part of the cost of the educational training chosen by the employee.



TELEWORKING

After an extended trial period of teleworking across several divisions, in 2018, the TF1 group rolled out teleworking in accordance with a TF1 group collective agreement signed with all the trade unions on 20 December 2017. This agreement entitles employees on open-ended employment contracts to 24 days a year where they can work from home or elsewhere for the whole day or for half a day, subject to their manager's approval.

This agreement will serve to enhance both employee performance and quality of life (by reducing commuting time, stress and fatigue), while

improving their work/life balance and still maintaining a social link with the company. Nearly 40% of the workforce meeting the collective agreement's eligibility requirements (open-ended contract, 6 months of service, contractual working hours greater than or equal to 90%, excluding senior executives) made at least one teleworking request in 2018. 80% of these requests were approved. In 2019, the replacement of desktop computers with laptops for new divisions switching to "Flex Office" mode is likely to result in a higher number of requests.

INDICATOR: ANNUAL WORKTIME OF PTAS*

Status of PTAS* (Scope: France, OE, FT)	Annual worktime of PTAS* (contractual and not actual hours)
Non-management in constant hours and cycles (employees and supervisory staff)	From 1,569 to 1,576 hours
Managers working in cycles	From 1,584 to 1,591 hours
Managers with a fixed number of annual days	From 213 to 216 days
Senior executives	N/A

* Production, technical and administrative staff.

INDICATOR: ANNUAL WORKTIME OF JOURNALISTS

Status of journalists (Scope: France, OE, FT)	Journalists' annual worktime (contractual and not actual hours)
Journalists with a fixed number of annual days	From 208 to 215 days
Senior executives	N/A

ANNUAL WORKTIME: PART-TIME EMPLOYEES

The decision to work part-time is a personal choice in practically all cases in TF1 group.

INDICATOR: NUMBER OF PART-TIME EMPLOYEES

Average Jan-Dec. (Scope: France excluding Doctissimo, Aufeminin and Gammed!, open-ended and fixed-term)	% workforce	2018	2017	2016
Part-time employees	81	177	211	195
Percentage of part-time employees	81	6.1%	6.9%	7.0%

OVERTIME HOURS

INDICATOR: NUMBER AND AMOUNT PAID IN OVERTIME HOURS

Jan-Dec. (Scope: France excluding Doctissimo, Aufeminin and Gammed!, open-ended and fixed-term, temporary staff)	% workforce	2018	2017	2016
Overtime hours	81	149,266	153,768	51,153
Amount (in euros)	81	4,292,478	3,881,038	1,597,331

7.1.5 COMPENSATION AND EMPLOYEE SAVINGS

Despite the challenging and uncertain economic environment and increased competition in the market for advertising space, the mandatory annual negotiations for 2018 resulted in a 1.7% increase in basic pay. A 3.4% increase was negotiated for employees with between 1 and 4 years of service and in high demand in the labour market.

0.1% of these pay packages were to reduce gender pay gaps.

The work begun in 2016 on pay benchmarks continued in 2018: new salary surveys were commissioned from the firm⁽¹⁾ Willis Towers Watson. The aim was to position the remuneration packages offered by TF1 group in relation to the market and update its practices if required. This enabled TF1 group to benchmark the pay of each of its employees and introduce payroll management tools (salary bands, hiring matrices, diversity targeting, etc.).

COMPENSATION & BENEFITS FUNCTION

Salary increases, made entirely on an individual basis, take account of key competencies for the future of the Group, the results obtained and market values.

VARIABLE COMPONENTS

The compensation paid to TF1 group's top 400 managers includes a variable component linked to quantitative and qualitative objectives, the achievement of which is assessed during the annual interview.

GROSS COMPENSATION

INDICATOR: AVERAGE GROSS ANNUAL COMPENSATION BY PROFESSIONAL CATEGORY WITHIN THE GROUP

<i>Scope: France excluding Doctissimo, Aufeminin and Gammed!, OE excluding suspended contracts (€)</i>	% workforce	2018	2017	2016
Supervisory staff	81	40,844	39,610	41,233
Managerial	81	71,665	69,934	70,486
Journalists	81	74,490	73,611	81,544
All categories	81	67,434	65,795	67,789

INCENTIVE, PROFIT-SHARING AND EMPLOYEE SAVINGS SCHEMES

TF1 group employee savings scheme (PEG) was created on 15 December 1992.

The company's maximum matching contribution is €3,750 gross per employee per year, making a total gross contribution of €6.31 million. The matching contribution is 200% on the first €300 paid, which encourages the lowest-paid employees to save. Thereafter it is 100%, capped at a maximum of €3,750 per year.

To help employees prepare to fund their retirement, the Bouygues group has set up a retirement savings plan (PERCO). The company's matching contribution varies from 20% to 100% depending on the amount invested by the employee, with a maximum of €1,290 gross per employee per year. The total amount of employer's contributions was €327,876.48.

INDICATOR: RATES OF MEMBERSHIP OF THE GROUP EMPLOYEE SAVINGS SCHEME (PEG) AND RETIREMENT SAVINGS PLAN (PERCO)

<i>(Scope: OE, FT)</i>	% workforce	2018	2017	2016
Rates of membership of the Group employee savings scheme (%) <i>(World excluding Doctissimo, Aufeminin and Gammed!)</i>	84	77.2%	74.5%	77.2%
Rates of membership of the Group retirement savings plan (PERCO)(%) <i>(World excluding Doctissimo, Aufeminin and Gammed!)</i>	81	18.8%	17.1%	16.5%

(1) Three surveys were carried out: a "cross-sector" survey for corporate and support functions; an audiovisual survey organised in conjunction with other major industry players for functions specific to the audiovisual sector; lastly, a survey focusing on managers.



INDICATOR: AVERAGE GROSS AMOUNT PAID PER EMPLOYEE (PROFIT-SHARING AND INCENTIVE SCHEMES)

Year of payment (Scope: France excluding Doctissimo, Aufeminin and Ganned! all contracts)	% workforce	2018	2017	2016
Average gross amount paid per employee under profit-sharing scheme (€)	81	986	1,083	2,436
Average gross amount paid per employee under the incentive scheme (€)	81	2,238	0	0

An agreement was reached in 2016 and 2017, but the results have not yielded a payment.

Group employees own 7.2% of TF1's share capital (6.7% in 2017) through the TF1 Actions group investment fund.

7.1.6 PROFESSIONAL RELATIONSHIPS AND REPORT ON COLLECTIVE AGREEMENTS

OVERVIEW OF PROFESSIONAL RELATIONSHIPS WITHIN THE TF1 GROUP

All Group companies have staff representative bodies: employee delegates, Works Council, sole employee representative body, Health, Safety and Working Conditions Committee and union representatives, representing a total of 28 bodies and 193 elected representatives within TF1 group.

Since the Macron law, Economic and Social Committee elections have been in place by the required deadlines. All TF1 group bodies must have a committee by 31 December 2019.

In addition, the unions have full-time union officials (6 in total within TF1 SA).

REPORT ON COLLECTIVE AGREEMENTS

TF1 group signed several agreements with the trade unions in 2018, including:

- the second amendment to the TF1 group incentive scheme;
- the agreement on Social and Economic Committee operating methods;
- the agreement on electronic voting for union and other work-related elections;
- the agreement on union methods;
- the framework agreement regulating the various mandatory negotiations to be held by the TF1 group.

As part of the TF1 group annual pay negotiations, it was decided:

- to grant individual basic pay rises of 1.7% for employees in service on 1 February 2017 and individual basic pay rises of 3.4% for employees with between 1 and 4 years of service (employees hired between 1 January 2013 and 1 January 2017) and in high demand in the labour market. Pay rises will not be less than €30;
- the payment of 80.0% of public transport expenses (Navigo travel card & Vélib' bike rental);
- continuation of the full salary (100%) for employees taking partial or full paternity or childcare leave;
- the authorisation of four days' paid leave for employees with a commitment under a civil partnership contract (PACS).

AGREEMENT RELATIVE TO THE PRIVATE HEALTH INSURANCE SCHEME

Following the call for proposals for health insurance/disability insurance schemes launched in 2017, the TF1 group decided to change its insurance broker. An amendment to the health insurance scheme was signed to:

- lock in the health cover offered in terms of obligations under state approved contracts;
- set up a collective and optional supplementary scheme;
- improve some cover (alternative medicine, radiology, physiotherapy);
- improve osteopathy cover, given that employees are already offered the services of an osteopath twice a week, etc.

2018 STATISTICS FOR THE TF1 GROUP AS A WHOLE

(Scope: France excluding Doctissimo, Aufeminin and Ganned!)	Social and Economic Committee	Works Council	Employee delegates	Combined delegates	Board of Directors	Consolidated bodies (Rebsamen Act)	Total
CFTC	21	-	4	15	1	5	46
FO	3	-	1	1	-	2	7
CGC	1	-	-	-	-	-	1
CGT	4	-	-	-	-	-	4
CFDT	7	-	2	5	1	1	16
Independent	-	2	5	5	-	-	12
TOTAL	36	2	12	26	2	8	86

INDICATOR: NUMBER OF MEETINGS AND COLLECTIVE AGREEMENTS (SCOPE: FRANCE EXCLUDING DOCTISSIMO, AUFEMININ AND GAMNED!)

Number of Meetings with employee representatives (Works Council + Employee delegates + Health, Safety and Working Conditions Committee + Board of Directors + combined delegates)	285
Number of collective bargaining Meetings with union delegates	33
Number of collective agreements signed during the year	13
Number of negotiations with employee representative bodies on organisational changes	20

INDICATOR: PARTICIPATION RATE IN WORKS COUNCIL ELECTIONS

Scope: France	% revenues	2018	2017	2016
Rate of participation in latest Works Council elections	90	72.6%	76.0%	79.8%

7.1.7 HEALTH, SAFETY AND SECURITY CONDITIONS

The Group's approach aims to ensure the safety of employees, protect their health and improve their quality of life at work. The management seeks to raise employee awareness about preventing occupational hazards and implementing safety measures. By implementing its action plan, it can tackle absenteeism.

ABSENTEEISM AND REASONS FOR ABSENCE IN TF1 GROUP

INDICATOR: ABSENTEEISM

Jan-Dec. (Scope: France excluding Doctissimo, Aufeminin and Gammed! open-ended)	% workforce	2018	2017	2016
Absenteeism rate	81	2.54%	3.12%	2.97%
Total days' absence	81	24,106	26,316	26,590
Days absent for sickness	81	23,467	24,784	23,850
Days absent for occupational accidents	81	447	1,281	1,982
Number of days of absence for travel-related accidents	81	192	251	621
Number of days of absence for occupational illness	81	0	0	137

INDICATORS: WORK-RELATED-ACCIDENTS

(Scope: World excluding Doctissimo, Aufeminin and Gammed! all contracts excluding temporary staff*)	% workforce	2018	2017	2016
Number of work-related accidents with time off	84	14	20	20
Number of fatal work-related accidents (work-related/commuting)	84	0	0	0
Employees trained in health and safety	84	441	131	505
Frequency rate of work-related accidents*	84	3	4.5	4.0
Severity rate of work-related accidents*	84	0.1	0.3	0.4
Number of occupational illnesses	84	0	0	1

* The calculation method was changed in 2018 to exclude contract workers. No work-related accident was reported for contract workers in 2018.



CONTRIBUTORS TO THE HEALTH AND SAFETY APPROACH

The Medical Department is responsible for the day-to-day medical care of employees and for the prevention of occupational hazards. The occupational physician, assisted by three nurses, defines and implements individual and collective measures, such as in the case of employees sent to report from countries affected by the Ebola virus.

Employees can also contact the on-site social worker if they need to. Their role is to assess the situation and assist employees by liaising with specialised organisations.

TF1 group considers the dialogue on health and safety at work to be of the utmost importance. This takes place both through agreements signed with the trade unions on employee health and safety, and through the committees for health, safety and working conditions.

The Corporate and Security Services Division (DAGS) regularly gets involved in issues relating to health, safety and working conditions, for example by adapting premises or workstation ergonomics.

HEALTH AND SAFETY RISK PREVENTION

The Medical Department has run flu vaccination campaigns for many years. It also offers booster vaccinations and first aid kits to staff travelling on reporting assignments.

Occupational health physicians raise awareness of lifestyle issues among the workforce and alert HR if and when they identify psychosocial risks.

Regarding psychosocial risks, a procedure for dealing with harassment or acts of violence was revised and distributed to employees in September 2018, in conjunction with the Health and Safety Committee. This procedure will be included in the Internal Procedures. Training on this issue will be held in 2019 for Human Resources managerial staff and for managers in general.

Employees regularly attend medical check-ups arranged by TF1's Medical Department.

The Group's management, the Health, Safety and Working Conditions Committee and the occupational health team regularly issued recommendations on driving while on professional assignment, the use of AVIWEST transmission equipment or the security protocols to follow when reporting from high-risk areas.

All these players work together to ensure that regular training is provided in life saving and first aid.

All work-related accidents are analysed by the Health, Safety and Working Conditions Committee and corrective measures are implemented where necessary.

The DAGS has also beefed up site security procedures in view of the continuing threats in France, particularly towards the media. The tightened security procedures have resulted in increased security personnel at access points and the installation of special security perimeters, as well as a new entry control system.

Lastly, to prevent absenteeism and musculoskeletal disorders, osteopath appointments are offered twice a week to all employees covered by the private health insurance scheme.

HEALTH, SAFETY AND SECURITY TRAINING

Regular health and safety training is organised to keep employees' skills current and to inform them of regulatory changes.

Special attention is paid to health-related training, particularly through self coaching workshops on issues such as stress, emotions and positivity, which can be accessed free of charge and which aim to teach employees how to manage their emotions, improve personal stress management and regain positive energy, whilst encouraging teamwork. My Osteopratric training courses, designed and led by an osteopath, are tailor-made for the work-related situations encountered by our employees (reporters, make-up staff etc.).

Safety training is offered to employees where appropriate: Local security staff, workplace first-aiders, electrical accreditation, driver safety etc. Safety awareness training was offered to all employees covering the Football World Cup in Russia. "Urban area awareness and crowd control" training modules have been tailor-made for reporting staff.

MEASURING QUALITY OF LIFE AT WORK

To measure the quality of life at work, a health and well-being survey has been carried out every year since 2008. This voluntary questionnaire is offered to employees during their periodic medical check-ups. It is used to measure stress and anxiety levels and to implement action plans where necessary.

In 2017, the Health, Safety and Working Conditions Committee of TF1 SA commissioned another survey covering four areas: HR, audiovisual information, audiovisual technology, and accounting/ management/ finance. The results of the survey were presented to the Health, Safety and Working Conditions Committee at its meeting on 5 December 2017. A group-wide action plan was implemented in 2018 and rolled out, where applicable, to the areas in question to improve quality of life at work for staff in the departments concerned. A new questionnaire will be sent to employees in 2019.

TF1 group is mindful of the health benefits of sport and strives to create a pleasant working environment for its employees, offering them the use of a gym with discounted membership rates.

2018 SATISFACTION SURVEY

In the 2018 version of TF1 group opinion poll, 46% of employees expressed views on the 10 key issues covered by the questionnaire. With an average of 66% positive responses to the questionnaire as a whole, employees confirmed their largely positive opinion of the TF1 group and the corporate climate.

General results show that in an uncertain and highly competitive climate, the Group is changing and its strategy is becoming increasingly transparent. Employees' support these strategic movements and display a high level of pride, motivation and commitment.

In this changing environment, questions cover the Group's future, support for older members of staff and the operation, organisation and decision-making of group entities.

INDICATOR: PERCENTAGE OF EMPLOYEES WHO TOOK PART IN A SATISFACTION SURVEY

(Scope: France, open-ended excluding Doctissimo, Aufeminin, Gammed!)	% Workforce covered	2018	2017	2016
% of employees responding to the survey	-	46%	No survey	No survey
Satisfaction rate	81%	66%	-	-

7.1.8 EQUAL OPPORTUNITIES AND THE FIGHT AGAINST DISCRIMINATION

DIVERSITY: FROM CHARTER TO LABEL

As a mark of its commitment to openness to all, TF1 group signed the Diversity Charter on 11 January 2010. It was the first media group to apply for Diversity Label accreditation, which it obtained on 14 December 2010 and renewed in July 2017.

Through this programme, the Group deployed its diversity initiative as part of a proactive approach. The requirements of the label set out a strict framework for leading the whole company through an overall process of continuous improvement. It is a reflection of TF1 group's constant commitment to be open to everyone and to maintain diversity throughout the organisation.

All target populations (managers, employees involved in programme-making, viewer services staff and HR), totalling more than 2,131 people since 2010, have received training in issues relating to diversity and preventing discrimination. Example of titles:

- Diversity, a social dialogue issue;
- Managing diversity, a performance issue;
- Diversity in newscasts and magazine programmes;

- Women in leadership;
- Diversity and disability: awareness, integration and day-to-day actions;
- Diversity workshop in our newscasts;
- The key to reflecting the diversity of French society;
- Compiling, archiving and documenting images of diversity;
- Communication on the TF1 group diversity approach.

A Masterclass was also organised in March 2018 to train employees in diversity and gender equality in the workplace: *L'audace, comment oser pour se révéler* (Dare to be yourself) followed by two workshops open to employees *Marketing de soi* (self marketing) and *de la self défense au féminin* (self defence for women)

Since 2014, the TF1 group has had an external and anonymous counselling service, "Allodiscrim". It aims to inform and advise employees on the steps to take should they feel that they are experiencing discrimination or being unfairly treated within the company

INDICATOR: NUMBER OF EMPLOYEES HAVING RECEIVED TRAINING ON DIVERSITY AT WORK

(Scope: France excluding Doctissimo, Aufeminin, Gammed! open-ended)	% workforce	2018	2017	2016
Number* of employees having received training on diversity at work	81%	33	124	420
<i>Including programme contributors</i>	81%	0	90	7
Cumulative total since 2010	81%	2,164	2,131	2,007
<i>Including programme contributors</i>	81%	740	740	670

* The indicator concerns the number of employees in training. Some employees may have attended several training courses. Change in calculation method in 2017: The number of employees who received training through masterclasses is now excluded from this indicator.

DISABLED EMPLOYEES

A fourth three-year agreement (for 2017-2020) on hiring people with disabilities and keeping them in employment was signed on 18 January 2017 by all the trade unions and approved by DIRECCTE on 24 July 2017.

This agreement includes a plan to hire 20 people with disabilities on open-ended or fixed-term contracts, as well as recruiting 12 interns over three years. It also continues the policy of granting the parents of disabled children additional leave, which can be taken as half-days. As at 31 December 2018, 18 employees had been hired on open-ended or fixed-term contracts, as well as 7 Interns.

Work-study programmes are a favoured approach given the shortage of applicants for skilled positions. For the fifth year running, the Group

worked with Cap Emploi and its disability-friendly education partners to hold a job fair to include people with disabilities of all ages on work-study programmes. Subsidiaries of the Bouygues group joined the scheme in 2016.

For existing employees with disabilities, once again this year all requests for changes to the working environment were met through measures that included the co-financing of hearing aids, transport agreements, sign-language equipment for the hearing-impaired, and modifications to the working environment.

Specific training is given to employees likely to have a disabled person in their team.





To promote its open disability policy, TF1 partners various non-profit organisations such as Osons l'égalité and Club être, as well as attending job fairs such as ESSEC and ADAPT. It has also developed partnership agreements with sourcing companies to identify potential candidates or services provided by freelancers with disabilities (e.g. Hanploi, TIH Business platform). The TF1 group is also continuing to implement its inclusive advertising policy, especially in relation to job offers on its website, on social networks and across partner networks.

Detailed information on the disability initiative has now been incorporated into the digital onboarding platform for use by all new company employees.

TF1 group seeks to involve its target schools and universities, notably through the payment of its apprenticeship tax. TF1 group also responded to the invitation by the CSA and signed an agreement with

several media and journalism schools aimed at fostering training and internships for students with disabilities.

Mission Actions Handicap continued its awareness-raising initiatives for all employees, particularly during European Disability Employment Week (theatrical awareness-raising workshops, games/competitions, corporate communications, films on invisible disabilities, focus on recognition of disabled worker status);

Lastly, an information booklet, *Faire reconnaître son handicap pour mieux vivre au quotidien* (Obtaining recognition of disabled status to improve everyday life), accompanied by a letter from the human resources department, was sent to all employees to highlight the importance of recognising disabled worker status to guarantee equal treatment for all by adapting workstations to all types of disabilities and thereby enable the entire workforce to perform their duties in the best possible conditions, as part of a real inclusion project.

INDICATOR: NUMBER OF DISABLED WORKERS EMPLOYED BY THE COMPANY

(Scope: France excluding Doctissimo, AUFEMININ and GARNED!)	% workforce	2018	2017	2016
Number of disabled employees at 31/12 (all types of contracts)	81	81	78	67
Disabled employees hired during the year (fixed-term or open-ended contracts)	81	9	12	12

GENDER EQUALITY IN THE WORKPLACE

TF1 pursues an active policy promoting gender equality and fairness, particularly in the areas of recruitment, career development and pay (see Article 7.1.5 Compensation and employee savings).

The professional gender equality agreement signed in 2012 and renegotiated in 2016 emphasises several indicators presented annually to elected representatives and incorporating these themes (number of promotions by professional category and gender, number of transfers by gender, number of hires by professional category and by gender etc.)

There is a natural gender mix at the TF1 group with women accounting for 56% of employees, including senior managers (up from 37% in 2015 to 43.6% in 2018 among the Classifications C5 and +). However, this diversity varies in different parts of the business, with some divisions having a higher number of women and others a higher number of men. To address this, we ensure that new recruitment balances the diversity within each business line. The recruitment unit is conscious of the need to identify male and female candidates for each vacancy wherever possible.

TF1 is committed to increasing diversity in governance bodies by having a greater gender mix. The percentage of women on the Management Committee (150 group managers) has risen from 30% to 36% in 3 years

Four Executive Committee members' compensation is pegged to gender equality targets: 5% of the variable component of their pay is indexed to diversity criteria (male/female split and percentage of women promoted to top management roles, recruitment of women and percentage of women on the Management Committee).

This approach is in line with the targets set for 2020 by the Bouygues diversity plan of 50% women, and 44% in key roles. These targets were already practically reached by TF1 in 2018 with 50.9% female employees Group-wide and 42.5% in key roles.

To facilitate diversity at all levels of the company, HR has introduced career guidance and development initiatives for women. In total, 74 women have received Women in Leadership training since 2012.

Three cross-mentoring schemes (support for junior TF1 employees, depending on their professional development targets, on a voluntary basis, by seasoned professionals from TF1 or from another partner company) were set up which enabled 18 women to be mentored in 2017/2018. More than 80 women have been mentored since the scheme was first launched in 2015. More than 60 mentors, both men and women, have enabled this support to happen.

At the same time, concrete measures have been taken to foster a work/life balance such as teleworking, or reduced working hours for new mothers. On 4 April 2016, the Group signed the parenthood charter.

In September 2015, TF1 set up a Fifty-Fifty network with almost 200 members, 20% of them men. Created at the instigation of Group employees with the help of the Human Relations Division, its aim is to raise awareness of diversity and to spotlight the commitment of TF1 group towards this.

For its commitments and results, in 2018, the TF1 group was ranked in the top 20 companies worldwide for gender equality according to the

Equileap survey. TF1 was ranked top Media group and came fifth out of all French companies listed in the top 20.

Breakdown of the workforce by gender at 31/12 (Scope: World, open-ended and fixed-term contracts)	% workforce	2018	2017	2016
Women	100	56%	52%	50%
Men	100	44%	48%	50%

INDICATOR: PROPORTION OF WOMEN STAFF BY STATUS

At 31/12 (Scope: World, OE, FT)	% workforce	2018	2017	2016
% of women, clerical, administrative, technical and supervisory staff	100	65%	58%	55%
% of women, managers	100	55%	53%	52%
% of women, journalists	100	44%	43%	40%
% women, total	100	56%	52%	50%

INDICATOR: PROPORTION OF WOMEN STAFF BY HIERARCHICAL LEVEL

At 31/12 (Scope: France, excluding Doctissimo, Aufeminin, Gammed!, OE, FT)	% workforce	2018	2017	2016
% of women in management as a whole (Deputy heads of department, C4 and higher)	81	42.3%	43.0%	40.7%
% women in junior management (Deputy heads of department, C4)	81	49.4%	51.6%	49.1%
% of women in senior management as a whole (Deputy heads of department, C5 and higher)	100	43.6%*	40.9%	38.1%
% of women in top management (Management Committee level)	81	36%	35.3%	34.5%

* Scope: World

INDICATOR: NUMBER OF NEW HIRES, WOMEN AND MEN

Hires (Scope: World excluding Doctissimo, Aufeminin, Gammed! OE, FT)	% workforce	2018	2017	2016
Women	84	429	416	332
Men	84	244	245	253
TOTAL	84	673	661	585



INDICATOR: SALARIES, WOMEN AND MEN

Average gross annual salary for young graduates (€)* (Scope: France excluding Doctissimo, Aufeminin, Gammed! open-ended contracts)	% workforce	Supervisory staff	Managerial	Journalists
Women	81			
2018		32,478	35,815	
2017			35,800	
2016			33,937	36,075
Men	81			
2018		26,650	37,050	35,685
2017			33,606	
2016			35,385	31,980

* Employees aged between 18 and 25 with less than one year of service. Female and male employees with the same education levels are hired on the same salary. All companies within the scope responded. On the other hand, Newen, Neweb, Bonzai Digital and PlayTwo, did not have employees meeting the criteria.

INDICATOR: PROMOTION RATE OF WOMEN AND MEN

Promotion rate* (Scope: France excluding Doctissimo, Aufeminin and Gammed! open-ended contracts)	% workforce	2018	2017	2016
Women	81	9%	4.1%	8.8%
Men	81	8.7%	4.2%	6.6%

* With a change in professional category

7.1.9 SKILLS DEVELOPMENT

PERFORMANCE REVIEW

An effective development tool, the performance review allows employees to be actively involved in the evaluation process and to set targets jointly with their manager. Where necessary, this may lead to an action plan being drawn up to develop the employee's skills. Employees are assessed by applying the eight core competencies that underpin the

Group's transformation approach, in addition to job-related competencies.

For the 2017/2018 round of appraisals, 89.8% of employees had an annual interview.

INDICATORS: PERCENTAGE OF EMPLOYEES HAVING AN ANNUAL INTERVIEW

(Scope: France excluding Doctissimo, Aufeminin and Gammed!, open-ended contracts)	% workforce	2018	2017	2016
% of employees having an annual interview	81	89.8%	90.8%	84.6%

CAREER INTERVIEW

In addition to the performance review, all employees have a career interview every two years. This consists of a discussion between the employee and manager about the employee's personal development plan and his or her medium-term career goals.

Employees can voice their preferences in terms of the tools they want to access to develop their competencies (e.g. training, skills assessment, participation in working groups, and attendance at conferences) and the support they expect from their manager or from experts.

The career interview is also an opportunity for employees to request more personal involvement by taking on an "extra role" such as a tutor or mentor.

The TF1 university offers training in line with its transformation targets and its commitments and obligations.

The teaching methods used aim to deploy a culture of learning, **skills sharing and transfer**, as reflected by:

- Various apprenticeship formats of differing lengths: courses, workshops, masterclasses, afterworks, digital platform, videos, and content on Workplace etc.;
- Involvement of employees in the design of training courses;
- Mobilisation and recognition of in-house expertise *via* in-house training, mentoring and tutoring;
- Recognition of apprenticeships with certifications throughout employees' professional careers: Connect – Digital Fabrik – management – languages etc.;
- Promotion of co-investment and funding *via* the Individual Learning Account (ILA) and the workforce development agency, AFDAS, to reduce the cost.

Its challenges:

- To set up all employees and managers to be **agents of change**, by enabling them to have greater control over the ecosystem, to have a Better understanding of the issues at stake and to contribute to TF1 group's transformation;
- To adapt and develop skills, especially digital expertise, **to anticipate changes in the jobs market** and help to improve the employability of the Group's workforce to prepare for the future;
- To inspire, encourage creativity, boost experimentation and discover new ways of working;
- To respect the Group's HR and societal commitments.

Everyone can become an agent of change through:

- The continuation – and completion – of Connect courses within the four business lines (Content, Digital, Info, Business) open to all employees to improve their understanding of the Group's strategy and ecosystem, as well as of outward-looking aspects such as innovation, business and digital. (80% of employees will have taken this course, offered since the end of 2016);
- The introduction of a new pilot accreditation programme, *via* the ILA, intended for group managers and focusing on new leadership methods, support for change and the implementation of innovative collaborative methods;
- The roll out of a major training programme for 800 interns, led by 36 in-house trainers from TF1 and LCI, focusing on the innovative news production tool (PNS3) and the new newscast studio set, as part of the Info 2020 project;
- The introduction of an excellence programme with ESSEC, devoted to decoding the strategic, organisational and individual impacts of model transformations;
- Discussions on career moves primarily aimed at employees whose jobs are in the process of changing.

Skills development, job trends and looking ahead to future career paths for employees *via*:

- Online access for all, *via* the Digital Academy on the University website, to an interactive programme which aims to develop digital skills (digital passports, 300 videos dedicated to digital and the impacts of the digital transformation);
- The continuation and completion of Digital Fabrik accreditation courses for 200 group employees;
- "Certify One Data" training offered to 150 members of the Management Committee;
- Looking ahead to new job trends such as for example:
 - Photojournalism training for reporting technicians,
 - Training in TV journalism techniques for producers,
 - Community management training for viewer services staff;
- Ongoing job skills training. (e.g.: copyright – Deduction at source – ORAD etc.);
- Training – workshops (social networks – CVs, etc.) – career reviews to support employees' mobility or professional development plans, in association with the mobility unit;
- Mentoring and tutoring workshops.

Creativity and experimentation through:

- The roll out of business skills training for ten intrapreneurs selected by the TF1 group business lab;
- A Connect+ programme aiming to make innovative Connect practices standard due to afterwork trials and sharing good practice *via* Workplace;
- Introductory workshops on new working methods, organised by the Business lab, broadcast on the university website and on Workplace.

RESPECT FOR THE GROUP'S HR AND SOCIETAL COMMITMENTS.

Special attention is paid to health-related training, particularly *via* self coaching workshops on issues such as stress, emotions and positivity, which can be accessed free of charge and which aim to teach employees how to manage their emotions, improve personal stress management and regain positive energy, whilst encouraging teamwork. My Osteopratic training courses, designed and led by an osteopath, are tailor-made for the work-related situations encountered by our employees (reporters, make-up staff etc.).

Safety training is offered to employees where appropriate: Local security staff, workplace first-aiders, electrical accreditation, driver safety etc. Safety awareness training was offered to all employees covering the Football World Cup in Russia. "Urban area awareness and crowd control" training modules have been tailor-made for reporting staff.

On the issue of diversity:

- 2018 saw the continuation of the Women in leadership training designed to promote professional development for women within the company;
- Disability awareness-raising initiatives for HR – purchasing – corporate communication teams, were organised.



INDICATORS: CONTINUING EDUCATION

<i>(Scope: France excluding Doctissimo, Aufeminin, Gammed!, open-ended contracts)</i>	% workforce		2018	2017	2016
Number and % of employees on open-ended contracts receiving training, not including Newweb, Play Two, Bonzai Digital, Aufeminin, Doctissimo and Gammed!	77	Number	1,796	1,266	1,870
	77	%	72.7	54.3	77.2
% of payroll spent on training	81	%	3.5	3.3	2.9
Total training hours, all training systems	81	Number	60,374	49,283	39,821
<i>of which number of internal training hours</i>	81	Number	7,852	1,580	9,011
Average training hours per active OE			23.2	21.1	16.4

INDICATOR: TRAINING OF NON-PERMANENT STAFF

<i>(Scope: France excluding Doctissimo, Aufeminin, Gammed!, contract workers)</i>	81	2018	2017	2016
Non-permanent employees who received training		76	61	598

CORPORATE COMMUNICATION AND EMPLOYEE COMMITMENT

To ensure that staff receives information on the Group and its development, Human Resources and the CSR Division relies on the Corporate Communication team and its various distribution channels.

An intranet site caters for employees' day-to-day information needs:

- about the Group and its activities and business lines, with around 50 publications a month (articles, press releases, exclusive video interviews and slide shows);
- about Corporate life (audiences, stock market, weather, trailers, cross-disciplinary projects, team focus and staff activities, special offers, privileges, practical info, etc.).

The website is also linked to the Company's HR portal, which provides work-related and career support for employees and managers (training, leave, performance appraisals, etc.), the TF1 University site (training courses and masterclasses), and the social networks of the TF1 and Bouygues groups as well as to the Workplace by Facebook social network.

An internal video channel, available on forty or so monitors across three sites (Boulogne and Plaine Saint Denis), and for PC, features a daily video and photo loop linked, or in addition to, editorial content on the intranet.

Lastly, other ways of passing on and sharing information on trends, topical issues and strategy concerning the Group are the conferences and seminars occasionally held for staff in a given business area or

subsidiary, and meetings of the Group's 150 senior executives following each quarterly meeting of the Board of Directors. A document containing the key elements of this Management Committee Meeting is sent to all members the following day.

While continuing to communicate on the issue of *OneTransfo* (informing, educating and engaging employees), the Corporate Communication Division has implemented plans around major new projects that form part of the Group's transformation, particularly worktime organisation.

EMPLOYEE COMMITMENT

Employee support for the Group's philanthropic initiatives is essential. Each year, 24 managers mentor young people from the TF1 Corporate Foundation, listening to their concerns and offering them the benefit of their experience and contacts. Other managers have volunteered to mentor young women who work for the Group or its partner firms.

A founding member of *Stop-illettrisme*, an intercompany organisation which combats illiteracy, TF1 group has been involved with this issue since 2013. In all, 41 Group employees mentored 14 employees from the service company Samsic.

In 2018, an employee engagement plan was launched as part of TF1 Initiatives. This will offer tutoring to young people from the non-profit organisation Sport Dans la Ville, provide support for start-ups that try to make a difference, and encourage collective philanthropy projects.

7.1.10 ATTRACTING AND RETAINING TALENT

AGILE RECRUITMENT DEPARTMENT

The Central Recruitment Department created in January 2016 (with a team of four people dedicated to recruitment and mobility) responds effectively to the needs of the business by identifying, attracting and integrating talent. New sourcing practices have also been introduced, including the use of social media and headhunting. The Department works closely with HR, operational teams and the employer brand on this strategic process.

TALENT FACTORY

In addition, interns and students on work-study programmes are closely monitored by their tutor and HR during and at the end of their work placement with the Group.

Students identified as particularly competent and who match the values and needs of the business receive special attention via the "Talent Factory". The company stays in touch with them after they leave (through their manager, DDT, LinkedIn, etc.), sending them news and regularly inviting them to TF1 events.

DEDICATED PROGRAMMES

With the aim of retaining and rewarding talented individuals, for the first time, the TF1 group launched its excellence programme, One's, for its high-potential employees. In partnership with ESSEC, this programme combines several different formats such as classroom sessions, coaching or even co-working. In addition to this programme, there is an annual talent review to discuss targeted support for key managers.

The Leadership Connect programme will aim to support Key People move to managerial level via accreditation training devised with the EM Lyon business school and WDHB.

The Experts will be asked to act as ambassadors, particularly as part of the TF1 Campus programme.

Several formats are being studied for 2019 to fulfil the expectations and meet the challenges of high-potential juniors (HPJ).

INTERNAL MOBILITY

Given the nature of its business and its job profiles, TF1 is a highly diversified group with more than 250 different careers.

TF1 also has to adapt to fierce competition, particularly within the digital field. Within this transformation process, mobility is a source of added value both for the Group and its employees. It allows the Company to be responsive, adapt its organisation and embrace future skills and emerging new business opportunities. For employees, mobility is a source of personal and professional development, enabling them to expand their horizons and enhance their skills in diverse career paths.

The Group supports the career progression of its employees by empowering them through professional development workshops (how to write a CV, prepare for an interview or make effective use of professional networks such as LinkedIn).

Internal mobility is the first step in the recruitment process. This is governed by the mobility charter, the latest version of which is available on the Group's intranet, setting out clear rules of procedure to ensure equal treatment. HR managers are responsible for upholding these rules.

INDICATOR: INTERNAL MOBILITY AS A PROPORTION OF TOTAL RECRUITMENT

(Scope: France excluding Doctissimo, Aufeminin and Gammed!, OE) (Transfers within TF1 group + arrivals from Bouygues group)/(external recruits on OE contracts + transfers within TF1 group + arrivals from Bouygues group)	% revenues	2018	2017	2016
Internal mobility as a proportion of total recruitment (%)	81	37.9%	41.6%	58.4%



7.1.11 RELATIONS WITH SCHOOLS AND HOSTING OF INTERNS AND STUDENTS ON WORK-STUDY PROGRAMMES

In line with TF1 group's desire to support young people through the transfer of know-how and experience, work-study placements and internships play an important part in the organisation, since they are the employee's first contact with TF1 prior to recruitment.

Interns and work-study students enjoy a generous remuneration policy together with a wide range of job opportunities, attracting young talent from different educational backgrounds and reflecting the diversity of the Group's employment opportunities. The pay scale for interns varies depending on the student's qualifications. However, it is significantly higher than the statutory minimum. This ambitious policy for both trainees and those on work-study programmes reflects a desire to help train young people, identify new talent and welcome younger generations to the company.

In 2018, the TF1 group was a partner in ESSEC's Media and Digital Chair as well as in EDHEC's Explora programme. TF1 group's aim is to

reach out to these students with these two specific partnerships, through research projects and subjects, shared and taught as part of their course.

In addition, in 2018, the Group launched the TF1 Campus programme across target schools for all business lines with job opportunities. This programme enables students to hear presentations from Group employees about their professional issues and challenges. This new format of interacting with students strengthens the employer brand by delivering content and meeting students through positive dialogue and exploration of the Group's job opportunities.

In 2018, for the second year running, the TF1 group was awarded the Happy Trainees label, a sign of real recognition from the work/study and internship community of their positive experiences with in the Group and with the Employer brand.

INDICATOR: NUMBER OF INTERNS UNDER AGREEMENTS WITH SCHOOLS

<i>Scope: France excluding Doctissimo, Aufeminin and Ganned! Interns</i>	% workforce	2018	2017	2016
Interns under agreements with schools	81	358	206	307

7.1.12 EMPLOYEE BENEFITS

The TF1 group endeavours to support its employees' work/life balance, The Employee relations department coordinates services to support the personal and family-related concerns of its employees.

CHILDCARE ALLOWANCE AND CRECHES

To facilitate childcare arrangements, a subsidy of €8 a day is awarded to employees with children under four years old who are cared either at crèche, or by a professional childminder at or outside the home.

The amount awarded is limited to €1,830 a year. Works Councils are responsible for managing childcare allowances.

Since 2019, the Group has worked with a group of workplace crèches to co-finance a number of childcare units. A system for providing occasional and emergency childcare will also be rolled out to all employees with a child aged three or under, as well as a homecare services platform to help them find full-time, after-school, emergency or occasional childcare as well as tutoring.

HOUSING ASSISTANCE

TF1 group makes financial contributions to the social housing agency Action Logement, which has been the umbrella organisation for the sector since 1 January 2017.

In 2018, TF1 group employees received various forms of assistance under this scheme, with 9 employees allocated housing. 7 home loans for first-time buyers, 3 *Loca-Pass*, 0 *MobiliPass*, 2 *Pass-Assistance* and 3 home renovation loans were granted. A total of 33 employees have benefited from the Mobili-Jeune scheme and 68 employees have been advised by housing associations. A total of 127 TF1 group employees benefited from the housing assistance scheme in 2018.

A representative of the housing assistance programme is regularly available to meet with employees and help them with the procedures involved and give advice about financing their home acquisition plans. In 2018, the representative was available on 3 occasions.

At year-end, management and members of the housing assistance commission drafted a Charter setting out housing allocation rules.

FITNESS AREA

TF1 strives to create a pleasant working environment for its employees, offering them the possibility to use the Fitness Area, a gym at a preferential rate of €20 a month for a one-year subscription.

Eight sports instructors are available to employees from Monday to Friday. In addition to 25 group classes, the Fitness Area has 24 cardio-training machines (treadmills, bikes, etc.), 11 weight machines and 2 steam rooms.

SOCIAL WORKER

A social worker is available during fixed weekly hours onsite at TF1 to inform employees of their rights and the aid for which they may qualify. He or she can also provide them with support in administrative procedures, advising them and putting them in touch with the relevant administrative bodies.

The social worker's role covers a wide range of areas: from help with initial and ongoing access to housing, family budgeting, debt mediation, education and family relationships (family mediation), to the prevention of psychosocial risks (professional mediation), health (including dependency and mental health), care for those with long-term illnesses, disability and the inability to work, and also plays an alert role concerning identified social problems. Bound by professional secrecy

rules, the role of the social worker is to find practical responses or solutions to the problems experienced by employees.

SPORTS ASSOCIATION

Through TF1's sports association, the Group enables employees to practice sports in a number of areas. In 2017, the association had 19 sections and 350 members. The association also offers preferential subscriptions for sports clubs (e.g. Forest Hill and Club Med Gym).

HEALTHCARE EXPENSES

The manager of the healthcare insurance scheme sends a representative to the company each week to advise employees on procedures in connection with medical issues or to help them obtain a reimbursement under their supplementary health insurance schemes.

In 2018, TF1 group will continue to search for the best ways of supporting employees in their day-to-day lives.

MY PERSONAL ADVISOR

In 2018, a platform was set up to support family carers in the following areas:

- Family support (parenthood, family solidarity, separation, loss of a close family member etc.);
- Employment and retirement (Job searches, careers, transition to retirement etc.);
- Health and healthcare (health cover, access to care, disability, loss of independence etc.);

- Budget and related approaches (Budget management, housing, transport, administration etc.);

- Role and expectations of *Accompagnement des parcours de vie* (lifelong support) advisors:

The platform provides information, counselling, advice and guidance on all social issues.

HELP FOR CARERS

There is an information service providing help for carers with elderly dependants, particularly in terms of offering support for elderly persons entering care homes.

With a simple telephone call, a dedicated Counsellor can offer support throughout the discussion phase, can help with form filling, and provide information and advice.

Counsellors can offer guidance in working out the elderly person's needs with regard to services, infrastructures and medical care. This study guides the choice of retirement establishment.

The counsellor helps with setting a budget, sourcing financial support and helping to obtain funding. Once these procedures have been completed, the counsellor organises appointments for visits to the establishments selected.

Finally, where an establishment meeting the employee's requirements is found, the counsellor provides administrative assistance with completing forms for admission to the establishment.

C'EVIDENTIA

TF1 group has renewed its partnership and offers all employees an optician service at TF1's head office.



7.2 ENVIRONMENTAL INFORMATION

7.2.1 GENERAL APPROACH

RISK FACTORS TAKEN INTO CONSIDERATION AND ENVIRONMENTAL APPROACH

TF1's activity is not subject to environmental risks associated with climate change, including in the event of a sharp rise in energy prices or tax on carbon emissions. Only TF1's head office located on the banks of the Seine has required the implementation of a flood prevention plan. This plan is described in the Industrial and Environmental Risks section of chapter Risk Factors of this document. The nature of the Group's activities at head offices also does not generate risks related to biodiversity or the quality of water and soil.

The direct environmental footprint of media activity is equivalent to that of the services sector in terms of greenhouse gas emissions. The media sector generates transport, the purchasing of electronic equipment and the consumption of electricity.

Media companies also owe it to their stakeholders to set an example. This is why the TF1 group has made a twofold commitment: to the "Ecoprod" policy, which strives to implement eco-friendly audiovisual production practices, and to the management of its internal processes.

The Group has deployed proactive measures across all its buildings and in all areas over which it has control: applying action plans and continuous improvement initiatives in connection with the consumption of fluids, electricity and raw materials (paper) and the management of waste, consistently above and beyond legal requirements. Collective catering, an environmental challenge but also an issue on which employees need to be educated, is the subject of an action plan led in close collaboration with the catering provider. These expectations, which are incorporated into Facility Management service specifications, were not reduced when general services were outsourced in June 2017.

Increasingly, energy consumption and waste management are factored in at an early stage of any project involving the technical solutions used by the Reporting Department and departments managing fixed equipment.

In 2018, the Group undertook new commitments to reduce its energy consumption, obtaining ISO 50001 certification.

The environmental impact of a media group is also indirect: it manifests itself through its ability to raise public awareness of this issue. The Group's channels and websites raise the environmental awareness of viewers and web users year-round in several areas, including weather forecasts, TV news stories, the Ushuaïa TV thematic channel, and campaigns on environmental information for children etc. The "Ushuaïa Nature" programme, first broadcast on TF1, then on Ushuaïa TV, celebrated its thirtieth anniversary in 2017. In 2018 the Group's online podcast, ImpactPositif, produced by LCI journalist, Sylvia Amicone, gave actors the floor to speak about social and ecological transition.

IN-HOUSE ENVIRONMENTAL MANAGEMENT STRUCTURES

The Corporate and Security Services Division, together with the service provider, Bouygues Energies et Services, is responsible for all plans to

control consumption and manage waste. One full-time equivalent employee is dedicated to tracking the action plans, particularly in waste management, collecting indicators, keeping the EMS up to date and the ISO 50 001 certification process.

ENVIRONMENTAL ASSESSMENT OR CERTIFICATION PROCEDURES FOR BUSINESSES

ISO 50 001 CERTIFICATION - OBTAINED ON 17 JULY 2018

Following an energy audit at the La Tour building (85% of the company's total energy bill) which was completed on 9 May 2016, the ISO 50 001 certification project will include the implementation of EMS involving all Group players (Group Purchasing Division, Technological and IT Division, maintenance, servicing and catering service providers). It has enabled management to develop an organisational model, as well as a more accurate tool with which to pursue its target of reducing its environmental footprint and to finally obtain ISO 50 001 certification from AFNOR on 17 July 2018. A coordination committee was set up to carry out the mandatory monitoring required by the certification.

OTHER TOPICS

In addition to its legal obligations, TF1 checks air quality (dust content, hygrometry) and water quality (coffee machines, water fountains) five or six times a year. TF1 has Socotec inspect all its equipment (and air-cooling towers in particular).

TF1, and now its service provider, Bouygues Energies et Services, works on environmental issues with certified providers (ISO 9001 and/or 14001 for waste management, electrical equipment maintenance and furniture purchasing, etc.). In addition, within the context of setting up its Facility Management service, Bouygues Energies & Services renegotiated all service contracts, placing a higher value, during calls for tender, on its providers' individual CSR policies.

STAFF TRAINING AND COMMUNICATION MEASURES

Staff are regularly educated on sustainable development through specific sections of the Intranet and during dedicated events. Eco-friendly events were held as part of the ISO 50 001 certification process and upon the introduction of selective waste sorting. Employees were offered *La Fresque du Climat* (Climat Mural) workshops to improve their understanding of the causal links in play between various climate change-related phenomena.

Every year, two TF1 managers attend the "IMB - Social and Environmental Responsibility" seminar organised by the Bouygues group and regularly enhanced by new approaches to sustainable development and Group strategy.

EXPENDITURE ON PREVENTING THE ENVIRONMENTAL IMPACTS OF OUR ACTIVITY - THE ENVIRONMENTAL FOOTPRINT OF PRODUCTION

The audiovisual sector emits roughly one million tonnes of CO₂ equivalent a year into the atmosphere, around a quarter of which is directly linked to shoots, according to a study of key figures in the industry carried out in France in 2011 and available at www.ecoprod.com⁽¹⁾. To reduce this footprint, TF1 launched the Ecoprod initiative in 2009 with the ADEME (French agency for the environment and energy management, AUDIENS), the Commission du Film d'Île-de-France, the Centre national du cinéma et de l'image animée, Pôle Médias du Grand Paris and France Télévisions.

Ecoprod has created an online resource centre at www.ecoprod.com. The resources are provided free of charge to industry professionals and presented regularly at events and through partnerships with specialised media. The website includes best practice sheets by business line, a carbon footprint calculator for audiovisual production (Carbon'Clap), a guide on eco-friendly production and first-hand testimonials useful to producers and other professionals in the industry. TF1's contribution amounts to €5,000 per annum.

TF1's activities do not give rise to the implementation of provisions on the reduction of environmental risks or the introduction of an organisation structure to manage pollution accidents outside Group companies.

MEASURES TAKEN TO ENSURE COMPLIANCE WITH LEGAL PROVISIONS

TF1 continues to monitor regulations governing its technical installations that are rated as having a potential ecological impact (ICPE under the French Environmental Code).

The installations governed by these regulations are classified according to activity, extent of activity and level of risk or harm involved, and are therefore subject either to authorisation or to declaration. TF1 has several installations subject to ICPE regulations, including electric generators, cooling units and cooling towers. All these installations comply with ICPE regulations and do not cause any harm. The checks made by TF1's maintenance teams are rigorous, and all the compulsory sanitary checks are compiled in an Annual Report that is sent to the competent authorities.

7.2.2 ENVIRONMENTAL REPORTING PARAMETERS

Reference period: 01/10/2017 to 30/09/2018

Scope of indicators:

- Companies housed in the "Tour" and "Atrium" headquarters buildings in Boulogne-Billancourt, accounting for 77.6% of the Group's employees and 85% of Group revenue at 30 September 2018;
- The subsidiary, TMC, in Monaco, introduced an environmental policy from late 2018. An initial electricity consumption indicator is provided in this report. TMC accounts for 1% of the workforce and 6.3% of revenue.

Other group activities, including Téléshopping, Aufeminin and Newen, are in shared office space, occupying a small surface area, for which the Corporate Services Division currently has neither the reporting data nor the ability to take significant action on the indicators.

HOW THE INDICATORS ARE READ

The measures and objectives set apply within the framework defined above and according to the following procedures:

- water and steam consumption measures are based on meter readings;

- electricity and consumption data is taken from bills and corroborated by remote readings obtained from EDF's internet site through a load-graph monitoring contract (TCC);
- bulky waste (skips), compacted paper, food waste, wet packaging waste, glass, used oil, batteries and accumulators, printing consumables and electronic waste are weighed by the contractor (TRIO via the contract with Bouygues Energies et Services) to which the Group has entrusted waste management and monitoring services. A waste registry is updated on a regular basis and waste monitoring forms are issued in accordance with current regulations. Invoicing is done by weight;
- refrigerant fluids are measured on the basis of statements from air-conditioning maintenance service providers;
- fuel oil consumption for electric generator units is calculated on the basis of the difference between the amount of fuel oil in the two tanks at the start and end of the period, accounting for any refills in the intervening period;
- fuel consumption is based on the statements provided by Total and related to professional card use for fill-ups.

(1) Study scope: the production of theatre-release films, video and television programmes, sound recording and music publishing, television programming and broadcasting, or businesses with the French Business Activity Codes 59 and 60.



7.2.3 POLLUTION AND NUISANCES

PREVENTING AND REMEDYING EMISSIONS

TF1 head office operations do not result in effluents being released into the water or soil.

In the specifications written for maintenance contractors, the Group requires certification that a policy aiming to reduce the use of products that are harmful for the environment has been observed.

Our maintenance partner, ONET, has introduced a solution for producing a surface-cleaning detergent and a disinfectant using fresh water and salt *via* a water electrolysis process.

In accordance with regulations, waste water from the canteens is filtered in a grease tank that is regularly emptied by PFD. Similarly, the surface water from the car parks is collected in a special tank for water containing hydrocarbons that is emptied by PFD.

CONSIDERATION OF NOISE POLLUTION AND ANY OTHER FORM OF ACTIVITY-SPECIFIC POLLUTION

NOISE AND ODOUR POLLUTION

Suppliers (of cooling systems, air-cooling towers, air handling facilities and electrical generator units) are assessed on the performance of their products in terms of noise pollution. An acoustics specialist is occasionally called in to verify the quality of these products. To measure the potential noise pollution for employees, the Group also calls on the services of a firm specialising in acoustics when doing work on its premises. The results are submitted to the Health and Safety Committees.

During the renovation of the headquarters' generators, a Venturi-type ventilation system was installed on the generator exhausts to improve the air mixture and consequently reduce the impact of exhaust gases.

EFFECT OF RADIOWAVES ON HEALTH

Regarding the broadcasting aerials located on the roof of the main TF1 building in Boulogne-Billancourt, measurements taken in 2007 and communicated to the Health & Safety Committees, showed that authorised levels in the approach area around the aerial were not being exceeded. Entrance to this area is reserved for a few technicians only, and the security zone is clearly marked and off-limits to unauthorised

7.2.4 CIRCULAR ECONOMY

PREVENTION AND RECYCLING MEASURES, AS WELL AS OTHER FORMS OF WASTE RECOVERY AND DISPOSAL

The main waste-generating activities primarily concern catering (packaging waste, food waste), office activities that include paper and other office supplies, works undertaken on buildings to modify and maintain installed building services and equipment, and IT and audiovisual activities (electronic waste).

A wide-ranging plan to redevelop the premises was launched in August 2017, to move from traditional layouts to flexible office layouts. As a result, lots of staff were moved for the works to take place. An initiative with the service provider VALDELIA (an environmentally-friendly organisation responsible for operating an office furniture recycling network) to recycle old office furniture was again planned for summer

personnel. The instructions for the reception and broadcasting equipment installed in Satellite News Gathering (SNG) vehicles are updated on a regular basis.

Mobile aerials (broadcasting vehicles, air-transportable aerials) were also assessed by the approved laboratory, APAVE, which found no anomalies. Operators must follow safety procedures when installing such aerials, and a one-and-a-half metre safety zone is marked out around such equipment when on the ground.

Concerning the 4G transmission system used during news coverage operations, measurements made by the EMITECH laboratory show that the Specific Absorption Rates, or SAR, are clearly compliant. The maximum SAR for the head and the trunk must not exceed 2W/kg and the SAR measured by the laboratory EMITECH is 0.795W/kg. User instructions are displayed in news coverage logistics units and provided to the News Coverage Department.

The Medical Department is highly vigilant and examines every radiowave-emitting system that is put into service.

As was the case with the deployment of the WIFI network, each new facility is subject to measurement by APAVE. In 2015, a series of checks were carried out on radiation emitted by WIFI equipment within the areas occupied by e-TF1 teams and the results were sent to the Health and Safety Committees.

In 2017, new electromagnetic field emissions measurements were introduced for the AVIWEST DMNG PRO mobile broadcasting equipment used increasingly frequently by reporting teams. Measurements taken under real working conditions show field levels to be below reference exposure limit values (ELVs) and risks for workers from electromagnetic fields are low. The report was presented to the TF1 and LCI Health and Safety Committees and is available for consultation. No other facility was carried out in 2018.

TF1 checks parcels and envelopes received using an X-ray machine. Pursuant to regulations, this equipment is authorised by the French Nuclear Safety Authority and two managers were trained and appointed to the role of Radiation Protection Officer for the purposes of ensuring that equipment is checked and maintained in accordance with applicable regulations. An Annual Report is submitted to the Health and Safety Committees.

2018. Nevertheless, only 50% of these materials were recycled which explains the drop in the overall rate of recycling in 2017 and 2018. Illustration of some the prevention measures:

- TF1 informs its service providers of waste issues by including special criteria in calls for bids and contracts, and by taking shared action as part of the provision of the service. They do not use disposable wipes or non-biodegradable products for cleaning;
- in the event of moving, TF1 no longer uses disposable cardboard boxes. Instead, the company has made the choice of a more sustainable type of container which may be reused 30 times, hence making it possible to reduce the amount of waste cardboard (10,000 cardboard boxes purchased and scrapped per year were replaced by 1,000 reusable containers);

- numerous measures were introduced to reduce waste paper: paperless handling of documents (expense claims, annual performance appraisals), pin code required for colour printing, default printing on both sides of the paper; introduction of a print analysis tool (Watch doc); significant reduction in "local" printers; weight of paper reduced to 70g per sheet. The Group uses paper with EU Ecolabel certification;
- systematic office clearing and cleaning every time employees are moved;
- preventive disability initiative: recycling plastic stoppers to finance wheelchairs for the disabled;
- recycling oils from staff restaurants into bioethanol via the "Allo les huiles" company;

- introduction of a battery recycling project in early 2018: employees provided with containers for partially-used, but still serviceable, batteries from technical shoots;
- introduction of selective sorting on a voluntary basis across all floors at the end of December 2018.

Since January 2018, the TF1 group has used waste disposal services supplied by TRIO, via Bouygues Energies et Services. A waste monitoring form (BSD) is drawn up for each waste item in accordance with prevailing regulations (Article R. 541-43 of the French Environmental Code). TRIO coordinates waste collection with each of the collecting companies, who report back to it the weight and percentage of material recycled. Waste is sorted and recycled or else incinerated to produce energy. An in-house employee has been appointed to manage this tracking process.

INDICATOR: QUANTITY OF COLLECTED WASTE

Site	% revenues	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
TOTAL WASTE (IN T)	85%	830	796	785
Total waste recycled (in t)	85%	467 (56%)	458 (58%)	514 (65%)

MEASURES TO PREVENT FOOD WASTE

Dishes are weighed by the catering provider (SODEXO) in accordance with its contract and second helpings of bread have to be paid for, thereby naturally reducing food waste. Recycling bins were set up for unused condiment sachets at dish return stations.

Every year there is a specific day on which the issue of food waste is brought to the attention of consumers.

SUSTAINABLE USE OF RESOURCES

WATER CONSUMPTION

Water is primarily used in the air conditioning circuit, the washrooms and kitchens. Spraying the air-cooling towers accounts for 40% of the total water consumption of the La Tour building.

INDICATOR: WATER CONSUMPTION (IN CUBIC METRES)

Site	% revenues	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
TF1 – TOUR/TRIUM	85%	47,169	48,561	48,228

Action taken since 2015:

- replacement of all defective water chiller hoses in Technical Process areas;
- service providers have been made more aware of reducing consumption;
- leak detection campaigns are conducted on a regular basis;
- consumption indicators specific to collective catering were introduced in the 2015-2017 contract (softened cold water and sanitary hot water);
- air-cooling towers are gradually being replaced with more efficient and economical towers;

- water meters will be installed on every floor of the La Tour building in 2019 to improve monitoring of potential excesses in energy consumption.

RAW MATERIALS CONSUMPTION

The drop in paper consumption continued in 2018. In addition to the measures detailed in point 7.2.4, the new redevelopment of Nextdoor into flexible office space currently being rolled out in TF1 buildings involves a sharp reduction in paper consumption with storage down to one unit per person.



INDICATOR: PAPER CONSUMPTION (IN TONNES)

Site	% revenues	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
TF1 – TOUR/ATRIUM	85%	30	34	45

In catering, TF1 and Bouygues Energies et Services, also requests service providers, through a contractual guarantee, to favour local sourcing, organic produce and seasonal vegetables. Since 2018, one entirely organic meal has been offered in both company restaurants on a daily basis.

ENERGY CONSUMPTION

Electricity

The TF1 group uses electricity for its everyday activities, kitchen equipment, and to power and cool the equipment used for producing and broadcasting programmes (studio lighting, machine rooms, final

production, etc.). Electricity is also used to light and power office workstations.

The drop in consumption has been ongoing since 2010 (3.3% less in 2018 than in 2017) and is the result of improved facilities management through the technical building management tool, greater efficiency in the air-conditioning system and switching off air handling units in studios when not in use. The introduction, in late 2017, of a solution enabling oversight of energy consumption by area and by usage, has made it possible to reduce consumption over time (Smart Impulse solution).

New targets for a 25 to 30% reduction by 2025 compared with the reference year, 2011, were set as part of ISO 50 001 certification.

INDICATOR: ELECTRICITY CONSUMPTION (IN MEGAWATT HOURS)

	% revenues	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
TF1 – TOUR/ATRIUM	85%	20,098	20,796	22,060
TMC (MONACO)	6.3%	1,043	-	-

Fuel oil

Fuel oil is used in the electric generator on the production sites. These serve as the emergency power source in the event of an EDF power cut to continue broadcasts and other key processes. Ups and downs from one year to another are due to maintenance work carried out on high-voltage stations (particularly in 2017), and risk simulation exercises carried out to assess the continuity of key processes.

Fuel for vehicles used to film reports for TF1 and LCI (motorbikes, cars, mobile video trucks) was Premier and Excellium diesel and Super unleaded 98 or 95.

INDICATOR: FUEL CONSUMPTION (IN LITRES) REPORTING

	% revenues	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
GENERATOR FUEL OIL TF1 TOUR/ATRIUM	85%	13,674	22,001	10,465
FUEL ALL VEHICLES (REPORTING – COMPANY CARS)	85%	214,775	204,641	226,056

MEASURES TAKEN TO IMPROVE ENERGY EFFICIENCY

BUILDING MANAGEMENT

- starting in 2014, a programme to renew the air-cooling towers of the IGH office tower was initiated, consisting of the introduction of more efficient and economical towers;
- in 2016, a renovation programme for the building was commissioned with a view to replacing the lighting system with LED bulbs and the heat pumps by more economical equivalents (air conditioning).

In 2018:

- ongoing replacement of heat pumps (Air conditioning) with more economical equivalents, enabling optimised temperature regulation;

- change of electrical equipment boxes to enable oversight and metering by network type (power, lighting and office technology);
- replacement of triplex lifts in the South Wing and North Wing buildings, replacement of IGH goods lift and quadruplex with the introduction of destination control to make it more economical. Two more goods lifts will be replaced in 2019;
- replacement of lighting with LED technology, with motion sensors and dimmers in office areas and conference rooms;
- replacement of lighting with LED motion sensor technology in IGH car park levels -2 and -3 in December 2018;
- 4 air-cooling towers were changed and 2 new towers will be installed in 2019.

IN PRODUCTION PROCESSES (STUDIOS/NEWS COVERAGE/BROADCASTING)

In 2016, the LCI channel designed its studios with lighting provided entirely by LED bulbs which last longer, consume less energy and do not heat up, thereby cutting the studio's total consumption (lighting and A/C) to 7kW on average – a tenth of the consumption of a studio lit with conventional systems.

In 2018, TF1's newcast studio was also renovated with lighting provided entirely by LED technology, including the numerous screens that form part of its new decor.

The three new mobile video units are lighter, more modern and completely autonomous. They are also fitted with batteries that recharge when the vehicle is in motion, thus reducing energy consumption. The mobile video units comply with the "Euro 4" standard, are fitted with 6-speed gearboxes to limit consumption. A small generator, connected to a Vitron system, provides energy when needed. Equipment is switched on individually and only as required.

IN IT

Reorganisation of machine rooms and areas hosting the hardware used in production, storage and/or processing, taken into consideration. Several objectives were identified:

- to optimise space used to accommodate equipment (freeing up m² and focusing efforts on the smallest areas);
- to improve security (at several different levels: audiovisual and IT system – access – fire – supervision, etc.);
- to simplify the deployment of new infrastructures, (standardisation of methods, awareness-raising to ensure that projects take security into consideration);
- reducing energy consumption (Reduction in the number of machines and improved cooling and ventilation units).

7.2.5 CLIMATE CHANGE

MEASUREMENT OF GREENHOUSE GAS (GHG) EMISSIONS

GHG emissions were assessed within the scope of the EMS using the Bilan Carbone® carbon audit method. Calculations for the quantitative analysis below focused on Scopes 1, 2, 3 and 3A.

Scopes 1 and 2 were updated with activity data from 01/10/2017 to 30/09/2018 and calculated using version 7 of the Bilan Carbone® assessment. Scope 3A is partially updated on a yearly basis *i.e.* waste generated, business travel (excluding report vehicles and company cars). The rest of scope 3A (purchases), will be updated in 2019.

Scope 3B (use of products, *i.e.*, watching programmes on the Group's channels) is potentially the largest source of emissions, but it is not considered measurable. Collecting these data would require accounting for the electrical consumption of all of the television sets, computers, tablets and mobile phones in France, prorated for the TF1 content that is watched on them. TF1 group does not have the means to collect the data on this consumption.

The most significant item in terms of GHG emissions was purchased products (scope 3A), approximately 60% of which are purchases of programmes broadcast on the Group's channels.

Across all these items, experience gained with regard to Data Centres was used as an example and, in particular:

- the concept of "hot aisles" (just cooling equipment racks rather than entire rooms);
- densification within individual racks and better arrangement of cables to optimise air circulation;
- choosing equipment that adapts to the real-time load, that can even learn to anticipate, rather than withstand (changes in weather – different machine loads at different times of the day and night);
- virtualisation of several machines into one, use of the cloud (Private, Public or Hybrid) on a day-to-day basis or to manage overloads, thereby also limiting consumption;
- there are guidelines for successful layouts. Adaptation for TF1 use is underway. Its aim is to aid project managers and highlight the return on the investment in this cross-functional initiative;
- user workstations: wherever possible, group software together on a single machine to limit numbers.

USE OF RENEWABLE ENERGIES

The TF1 group took out a contract with EDF for the supply of kWh Équilibre-labelled electricity for 2017 and 2018. Every kWh consumed by TF1 commits EDF to produce the same quantity from installations using renewable energy sources. In 2018, and for implementation in 2019, TF1 signed a consultancy contract with EDF which includes a renewable energy option committing EDF in the same way. The contract signed with EDF covers 95.5% of consumption related to the two TF1 headquarters buildings in Boulogne-Billancourt, "Tour" and "Atrium". TF1 signed a contract with the energy supplier, Enercoop, which only supplies renewable electricity, to power the South Wing building and car parks (4.5% of overall consumption) of this headquarters.

- With regard to programme purchases, the Carbon'Clap tool, developed by the Ecoprod collective, of which TF1 is a founding partner, was used to measure shoot-related CO₂ emissions. Key figures have been established by production type on the basis of programmes made by the channel in-house (average hour of non-scripted programme: 8 tonnes; drama filmed in Île-de-France: 25 tonnes; drama filmed in Europe: 45 tonnes; exceptional sports events (such as World Cup Football: 1,550 tonnes)). These key figures were then applied to programme purchases, provided that said programmes were made specifically for TF1, broadcast during the year and recognised just once for accounting purposes (not including repeats);
- The majority of other purchasing is estimated on the basis of a financial factor.

The next items are travel (business and commuting), waste and fixed assets. Fixed assets (IT equipment) are no longer recognised in TF1's financial statements, following the outsourcing of IT services at the end of 2017.



INDICATOR: GREENHOUSE GAS EMISSIONS

Bilan Carbone® emissions by source <i>(in equivalent tonnes of CO₂ V.7 of the Bilan Carbone®)</i>	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
Scope 1: Direct emissions from fixed sources (generator fuel oil)	37	60	29
Scope 1: Direct emissions from mobile fuel combustion sources (reporting and company vehicles)	604	607	607
Scope 1: Direct fugitive emissions (refrigerant gases)	248 ⁽¹⁾	487	410
Scope 2: Indirect electricity consumption-related emissions	1,216	1,258	1,334
Scope 2: Indirect steam consumption-related emissions	373	368	352
Scope 3: Emissions relating to energy consumption not covered by direct or indirect energy emissions	486	504	520
Scope 3: Products purchased	83,216	83,283	83,338
Scope 3: Fixed assets	- ⁽²⁾	748	1,188
Scope 3: Waste generated	85	84	219
Scope 3: Business travel (excluding reporting and company vehicles)	3,316	3,764	3,735
Scope 3: Employee travel	1,329	1,329	1,290
TOTAL (EXCL. PRODUCT USE)	90,909	92,492	93,021

(1) The significant drop is related to ending use of R22 gas, a heavy greenhouse gas emitter.

(2) Following the IT outsourcing, the "buildings" source, related to the purchase of equipment is now recognised by the outsourcer in its own business.

Emissions by scope of the Greenhouse Gas (GHG) Protocol <i>(in equivalent tonnes of CO₂)</i>	Uncertainty	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
Scope 1	23%	889	1,154	1,046
Scope 2	10%	1,589	1,626	1,686
<i>Ratio in tonnes of scope 1+2 CO₂ by employee</i>		1.04	0.90	0.95
<i>Ratio in tonnes of scope 1+2 CO₂ per million euro of revenue</i>		1.30	1.32	1.32
<i>Ratio in tonnes of scope 1+2 CO₂ per square metre</i>		39	44	43
Scope 3A (excl. product use)	50%	88,432	89,712	90,289
TOTAL SCOPES 1, 2, 3A (EXCLUDING PRODUCT USE)		90,909	92,492	93,021

These figures were consolidated with those of the Bouygues group, as part of the Group's carbon accounting.

PLAN TO REDUCE GHG EMISSIONS

- Plan to cut electricity consumption by a target of 25 to 30% by 2025 compared with 2011 (ISO 50 001 approach)
- A purchasing and depreciation approach incorporating environmental criteria for IT hardware and broadcasting equipment;

- Employee travel (Corporate Travel Plan since 2010);
 - Corporate fleet: emissions limit of 160g/km of CO₂ set for petrol models and 150 g/km of CO₂ for diesel models. Approach to promote the use of hybrid models (10% of the fleet),
 - Incentive to use public transport via 80% reimbursement of public transport passes,



- Introduction of an electric vehicle car sharing service for employees' professional travel, replacing the use of taxis. In 2017, self-service electric bikes were added to this fleet,
- Creation of more parking spaces for employees' electric vehicles: +120% (creation of 17 spaces in 2017 making a total of 31 parking spaces). 30 parking spaces for electric cars are due to be added in 2019.

OTHER GASES

To comply with regulations on the gradual elimination of gases that damage the ozone layer (Regulation (EC) no. 2037/2000 of the European Parliament and the European Council of 29 June 2000, with a 1 deadline), TF1 replaced various air-conditioning system components (around 1,600 heat pumps and air-conditioning cabinets and five water chillers). Gas used in cooling equipment is one of the fluids covered by prevailing regulations. Every precaution is taken when purging obsolete equipment before scrapping.



7.3 SOCIETAL INFORMATION

7.3.1 GENERAL SOCIETAL APPROACH

As a broadcaster, TF1 group has a fundamental responsibility towards society. It is therefore committed to ensuring that its programmes comply with the ethical and professional commitments made to the public, and⁽¹⁾ that the information broadcast on Group channels is of the highest quality.

In terms of business ethics, in 2014, under the responsibility of its Corporate Secretary, Group Head of Ethics, TF1 initiated a structured Compliance approach with a dedicated organisation. TF1 group has its own Code of Ethics, as well as compliance programmes and training plans.

TF1 group has made tackling piracy a priority, cracking down on the illegal recording of Group content and pursuing an active content protection policy. The protection of personal data has become an increasingly important issue for the Group in recent years.

(For these topics: Programmes' compliance with Code of Conduct and business ethics commitments; anti-piracy, personal data management, see section 2.1 "Risk Factors")

The diversity of the programmes offered, their inclusive and non-discriminatory nature and the emphasis on solidarity and

community spirit are all key issues for TF1. As a leading media group, it has made these central to its societal commitment. The TF1 Corporate Foundation, focused on the professional integration of young people from disadvantaged neighbourhoods, is a key player in the Group's diversity approach. To give greater consistency and visibility to this societal commitment, involving Broadcasting, the company and the Corporate Foundation, Gilles Pélisson decided to create an umbrella organisation and brand (TF1 INITIATIVES) encompassing actions in three key areas: solidarity, diversity and the sustainable society. TF1 INITIATIVES gave rise to over 100 initiatives that were shared both in-house and externally in 2018.

The Central Purchasing Division introduced a "Responsible Purchasing" approach when it was first established in 2008 and, in 2018, renewed its Responsible Supplier Relations label.

TF1 group encourages respectful and constructive dialogue with all its stakeholders. The development of a close relationship with the public, giving all individuals the opportunity to dialogue with the Group, is a key element of its communications.

7.3.2 SOCIETAL REPORTING PARAMETERS

Scope:

- Whole Group (excluding Aufeminin, Newen, Play Two and Bonzai Digital)

Period under review:

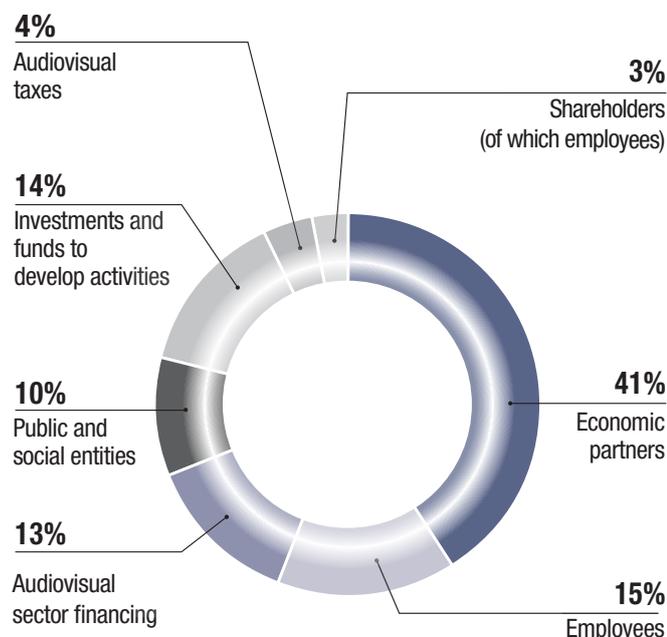
Reporting on societal issues concerns the period from 01/10/2017 to 30/09/2018 with the following exceptions:

- channels subtitling, calculated for 2018 by TF1's information systems;
- sponsorship, calculated by information systems for the whole of 2018.

(1) Conseil Supérieur de l'Audiovisuel – TF1 agreement: http://www.csa.fr/infos/textes/textes_detail.php?id=8169.

7.3.3 TERRITORIAL, ECONOMIC AND SOCIAL IMPACT

COMPANY'S ECONOMIC CONTRIBUTION IN 2018 (IN MILLIONS OF EUROS AND % OF REVENUES)



The diagram above shows the distribution of TF1 group 2018 revenues (€2,288 million) among its main stakeholders.

The graph illustrates the Group's contribution to the audiovisual sector in particular, through the payment of taxes, the support it provides via its production obligations and the royalties it pays to societies of authors:

- audiovisual taxes = Centre National de la Cinématographie (CNC) + taxes for the financing of France Télévisions + tax for community radio and press;
- public and social entities = corporate tax + company value-added contribution (CVAE) + social welfare bodies + social contributions;

- audiovisual sector financing = obligation to invest in French drama (12.5% of advertising revenues from previous year) and in film (3.2% of advertising revenues from previous year) + copyright;
- shareholders (including employees) = dividends paid in 2018 in respect of 2017 + share buybacks.

CORPORATE FOUNDATION INITIATIVES

Focusing on diversity and professional integration, the TF1 Corporate Foundation was ten years old in 2017. Each year it organises a campaign to recruit young people aged between 18 and 30 from deprived areas. Candidates are selected by a panel of professionals. They are offered a two-year work/study placement with TF1 group, supervised by a tutor and a mentor who will help them establish a network, instruct them on corporate principles and provide them with training recognised in the professional environment. The scheme covers more than 25 professions in the fields of journalism and audiovisual production, as well as the company's service businesses. For the 11th intake in September 2018, 9 candidates were selected.

Over the years, the Foundation has seen a real diversity in the candidates applying to TF1. It also gives those with no formal qualifications the chance to regain confidence and return to the job market.

The TF1 Corporate Foundation was instrumental in creating "Tous en stage", a network of more than 60 companies, local authorities, non-profit organisations and government agencies whose aim is to arrange collaborative temporary work placements for secondary school pupils from areas designated by local authorities as high-priority and extra high-priority in educational terms. The scheme is run in partnership with the French Ministry of Education and enables year 10 pupils from underprivileged neighbourhoods to learn about different careers. In 2018, TF1 received 300 pupils from 15 classes.

Each year, the TF1 Corporate Foundation organises events with sixth-form pupils and offers them support through innovative learning activities.

The TF1 Corporate Foundation is the brains behind the "Coding Bus", a digital project launched in association with a business consortium and government agencies which offers primary and secondary school pupils the chance to learn computer code.

INDICATORS: CORPORATE FOUNDATION INITIATIVES

At 31/12	2018	2017	2016
Young people from disadvantaged neighbourhoods recruited by the TF1 Corporate Foundation (winners of the annual competition)	10	12	13
High schools visited (students concerned)	20 (2,500)	17 (1,900)	16 (1,800)
Number of classes joining TF1 on work placements	15	14	6
Participation in the Forum des Métiers business event	15	15	10
Start-ups supported with the association CREO	20	26	26
Studio visits	25	14	14



7.3.4 AUDIENCE RELATIONS

AUDIENCE RELATIONS DEPARTMENT (ARD)

Building a strong relationship with the public is a priority for TF1 group.

The rollout of the audience dialogue system is a key feature of TF1's approach which involves forging closer ties with viewers. TF1's goal is to be an accessible media entity fostering interactive contacts with its audiences and bringing diversified programmes to its viewers.

The Audience Relations Department (ARD) was set up to implement a broad range of initiatives to develop an ongoing relationship with the public, to educate them about the channel, and to share its values with audiences and critics. Using the communication tools put in place – such as the TF1&Vous section accessible from MYTF1.fr, TF1's significant presence on social media, letters and phone calls – viewers can share their views on programmes and presenters at any time.

SOCIAL NETWORKS, GRASSROOTS EVENTS

TF1's presence on social media, through Facebook, Twitter, YouTube, Instagram, TikTok etc., is part of the same drive to build closer ties by offering people a unique space in which to dialogue and interact. In

2018, TF1's community managers took part in discussions with over 72 million followers who subscribe to the programmes', channel hosts' and presenters' accounts/pages, and to the TF1 group corporate communications page. Subscribers get exclusive programme information and loyalty offers, including invitations, goodies and advance showings. They can also share their views on programmes and services. TF1 group is present on social media through its presenters, many of whom engage with their followers.

Dialogue between the social media team and the public is now a key to promoting content, connecting with audiences and driving traffic to different screens. Using competitions, trailers and special campaigns, social media officers generate posts and content which foster engagement with an extremely broad community.

To generate maximum impact and "likes", the social media team organises regular Facebook Live events. Celebrities from the channel or artists who work with the Group's subsidiaries (performers from TF1 Musique, actors from TF1 Studio co-productions) also take part in these original live interviews.

INDICATORS: AUDIENCE RELATIONS

	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
Replies to private contacts <i>via</i> email and calls to the ARD*	49,377	56,350	45,000
Total number of followers on all social media and TF1 group accounts (<i>subsidiaries, programmes, presenters, etc.</i>)	73 million	64 million	56 million

* ARD: Audience Relations Department.

NEWS OMBUDSMAN

News ombudsman Françoise-Marie Morel receives the public's opinions, requests for explanations and complaints *via* the Audience Relations Department (on tf1.fr). She listens to comments about presenters and the treatment (or non-treatment) of news stories. She replies on her web page <http://www.lci.fr/la-mediatrice-vous-repond/>

She explains how newscasts are put together and what the rules are. She can also reply to certain individual queries. She advises the Editorial team when many people express similar reactions on a given issue.

TACKLING CYBERBULLYING: PARTNERSHIP BETWEEN TF1 AND RESPECT ZONE

Like all TF1 group websites and accounts, the News Ombudsman's website now contains a link to the Code of Conduct of Respect Zone, a non-profit organisation which the Group now partners. The aim of Respect Zone is to promote respect online. The Respect Zone label is easy to use and display, while its Code of Conduct encourages not only respect, but the moderation of digital space and content.

7.3.5 PARTNERSHIP AND SPONSORSHIP INITIATIVES

All of the Group's societal commitments implemented from late 2017 under the umbrella of "TF1 Initiatives" have been reorganised into three pillars (philanthropy, diversity and sustainable society) to promote social harmony in France. These are overseen by the CSR Director, who coordinates several working groups, including the "TF1 Initiatives Committee" which holds quarterly meetings for all contributors.

Non-profit organisations are key partners of TF1's societal commitment. The sponsorship initiatives that involve them are implemented by Broadcasting, TF1 Publicité, the company and the Corporate Foundation. One of the working groups consists of employees in charge of free advertising space at TF1 Publicité, broadcasting operations and social media, acting as a "one-stop shop" to respond fairly to non-profits that want to advertise on TF1.

TF1 Publicité and the TF1 channel provide direct assistance to non-profit organisations and help them raise their profile through: special prime time operations, commercial production and free broadcasting, or donations of game show prizes. Air time is offered to a varied range of organisations and causes. However, the Group is particularly keen to support nationwide non-profit organisations that help those in need, as well as medical research charities. Les Pièces Jaunes, Les Restos du Cœur, Sidaction, ELA (the fight against leukodystrophy) and now the Laurette Fugain organisation have become very important recurring operations.

The company has set aside a "TF1 Initiatives" budget for sponsorship activities. It can make donations to non-profit organisation partners selected for their work in the field of promoting diversity or living better

together, including La Chance aux Concours, which funds places at journalism school for young people, Sport Dans la Ville, which helps young people into work through sport, Fraternité Générale, which encourages cultural events and celebrations, the Moteur! project which

gives young people a voice through making short videos or Respect Zone, which promotes respect on social media (TF1 websites now display its logo and Charter).

PHILANTHROPY INDICATORS: NUMBER OF ORGANISATIONS CONCERNED, NATURE AND AMOUNT OF DONATIONS

	2018	2017	2016
Number of organisations having received donations	137	125	121
Cash donations to organisations (€m)	2,669	2,468	3,817
Donations in kind (value in €m)*	34,845	34,794	31,539
Sponsorship administrative costs and contributions to Foundations (€m)	950	1,464	1,961
TOTAL VALUE OF INITIATIVES (€M)	38,465	38,727	37,317

* Free advertising, production of commercials, direct donations, donation of game show winnings.

7.3.6 INNOVATION AND START-UP ECOSYSTEM, INTRAPRENEURSHIP

Launched in early 2018 at the start-up campus, Station F, the TF1 group rolled out its acceleration programme, designed to bring Media to international tech players and French industry-leading groups: new formats, new content, virtual reality, artificial intelligence, automation, new broadcasting methods, content recommendation etc.

- The acceleration programme, launched in January 2018 has already incubated 10 start-ups and generated concrete collaborations with employees (particularly on the following issues: site accessibility, new replay experiences, content distribution via messaging platforms, artificial intelligence in the news etc.).
- After Wibbitz (a text-to-video creation platform used by 150 publishers worldwide) and Lucette (a website recommending beauty products), the TF1 group, via its "One innovation" investment fund, announced its minority share in the start-up, Synchronized, a "Smart Video" platform which can transform any audiovisual programme into an enhanced and personalised experience, accelerated during Station F's first season.

In addition to its acceleration programme and "One inno" fund, innovation teams are working on several other strategic objectives:

- the intrapreneurship programme, "Business Lab", continued with employees involved in projects to test and develop new opportunities for the Group;
- the discovery of new ecosystems: the TF1 group is investing in the vocal interfaces field. Today, three applications (called "skills"), designed by TF1 group, are available for Alexa, Amazon's voice-activated assistant (Téléfoot, Marmiton, LCI). To access LCI news headlines, all you have to say is "Alexa, tell me the news". LCI, Téléfoot and Marmiton are also available on Google Home;
- the Group also has a prototype design and development unit and a showroom dedicated to innovation. Underpinning this approach, the Open Innovation and New Business team is equipped to identify strategic development areas, developing prototype projects and examining their potential and relevance for TF1 group.

7.3.7 RESPONSIBLE PURCHASING APPROACH

TYPES OF PURCHASES

Rights purchases which, over the period in question, accounted for 47% of the Group's purchases, were made via Purchasing EIG. Since the main risk for this type of purchase is compliance risk (failure to comply with the agreement signed with the CSA), it is monitored by Broadcasting, the Legal Affairs Department and Internal Audit (see section 2.2).

The Central (Ex-rights) Purchasing Division is largely responsible for implementing the Responsible Purchasing approach, which is described below. It accounted for 20% of purchases.

TF1 Games and Téléshopping also purchase goods that are not covered by the Central Purchasing Division.



THE RESPONSIBLE PURCHASING APPROACH OF THE CENTRAL (EXCLUDING RIGHTS) PURCHASING DIVISION

To implement TF1's CSR approach at the Group's service providers and suppliers, in 2008 TF1 initiated a Responsible Purchasing approach excluding the purchasing of rights.

TF1 group is a signatory of the Responsible Supplier Relations Charter. This consists of ten commitments aimed at building balanced and sustainable relationships between the major companies that are signatories of the charter and their suppliers. By signing this charter, TF1 is demonstrating its desire to apply the best practices described and to establish a climate of mutual trust with its suppliers.

The Responsible Supplier Relations Label, which aims to recognise organisations with proven balanced and sustainable relationships with their suppliers, awarded to TF1 for the first time in 2014, was awarded once again on 28 March 2018 by AFNOR Certification and the label's Awards Committee.

This label is recognition for the continuous and long-established improvement approach taken by TF1 and the Purchasing Department.

All buyers from the Division are required to implement these commitments.

The Head of Purchasing coordinates the policy and provides operational leadership. Each year, the Responsible Purchasing Committee meets with buyers to review the implementation and adoption of the policy.

MAIN INITIATIVES

Through its Responsible Purchasing policy, the TF1 Purchasing Division adopts a multi-pronged approach in accordance with Bouygues group's CSR approach. This mainly includes promoting sustainable relations with its suppliers, applying CSR criteria to purchases, making greater use of the sheltered sector, tackling corruption and offering professional development for its buyers.

With a view to perpetuating balanced and sustainable relationships, implementing this commitment and guaranteeing the independence of its suppliers, Arnaud Bosom, Executive Vice President, Human Relations and CSR, was appointed as an internal mediator in November 2017. The mediator's role is to seek to settle, out of court, any potential disputes that may be referred to it, as part of a pro-active understanding of the supplier's situation and in the mutual interest of stakeholders. The mediator can be contacted direct at: mediateur@tf1.fr.

A map of the rudimentary risks, focusing on critical issues for the 57 families of the ex-rights purchasing nomenclature, was introduced in 2015 in accordance with ISO 26000 and 31000. The potential risks (environment, employment law, health and safety) were summarised and a list drawn up of the measures in place. These were accompanied by an action plan. Together these formed the comprehensive "parent company vigilance" action plan launched by Bouygues in 2017.

PROMOTING BALANCED AND SUSTAINABLE RELATIONS

The commitment of TF1 group Purchasing Division towards sustainable and balanced relations with its suppliers and partners remains a major objective.

TF1 prefers to have framework contracts with its suppliers, while establishing multi-annual contracts for services or supplies requiring significant investment and implementation. For several years, TF1 group has had a balanced contractual framework compliant with the legislation. In early 2015 it amended its General Terms and Conditions of Purchase.

A study carried out in 2017 showed that 27% of invoices owed by TF1 were paid late. TF1 is committed to improving its supplier and partner payment times with a target of reducing by half the percentage of invoices that are paid late in comparison with the deadline shown on the purchasing terms and conditions, by 2021. A Purchase to Pay process manager was appointed in September 2018. The manager's role will be to assess the main reasons for these late payments and propose an action plan.

SUPPLIER ASSESSMENT WITH ECOVADIS AND CSR QUESTIONNAIRE

Since 2008, one aspect of the Responsible Purchasing approach has been based on the CSR assessments of ex-rights suppliers. These assessments, carried out by EcoVadis, are focused on four components: the environment, social aspects, business ethics and purchasing policy. The assessments are used to prepare a report which provides a score for each component, an overall rating, the strengths, weaknesses and opportunities of the company assessed, a benchmark and 360-degree information.

Companies were assessed on two particular occasions:

- in the event of calls for tender or renegotiations of contracts worth over €500K, to include the CSR criterion in the final decision;
- on the basis of a file prepared using the purchasing risks mapping, cross referenced with the file of suppliers whose revenue from TF1 is in excess of €70K.

By the end of September 2018, 184 suppliers had been assessed using EcoVadis over the previous three years.

Of all the companies assessed, 31% employ between 101 and 1,000 people; 46% employ between 26 and 101 people and 23% less than 25 people.

The average score for the panel of suppliers contacted and assessed was 48.2/100 (the average for EcoVadis is 42/100). Fully 93% of these suppliers had their registered office in France. TF1 group itself scored 70.

Analysis of these conclusions further contributes to the successful management of supplier relations and is used to put in place an action plan with service providers identified as being at risk (based on the overall rating or one of the EcoVadis scores).

In addition to the EcoVadis assessments, the Purchasing Division has developed a "CSR Questionnaire" as a complementary supplier knowledge tool. This questionnaire covers all aspects of CSR, from the environment to safety, and uses a fast and effective analysis to identify key social issues for suppliers and verify their relevance within the purchasing process. The questionnaire is incorporated into all consultations and is a way of educating frontline staff at a very early stage in the process.

PURCHASER TRAINING AND INVOLVEMENT

To date, 80% of buyers in the Ex-rights Purchasing Division have been trained in responsible purchasing and CSR since 2015.

Moreover, 15% of the collective variable compensation of the Purchasing Division and buyers from the TF1 Group Purchasing Division, depends on their purchasing CSR actions: inclusion of CSR criteria in purchasing decisions monitoring of the management plan, promotion of the use of the sheltered sector, deployment of CSR assessments (EcoVadis or CSR questionnaire).

USE OF THE SHELTERED/ADAPTED SECTOR

The Purchasing Division maintains a list of establishments in the sheltered/adapted sector for a range of services, including printing, catering, packaging and mailing, creation and communication, the maintenance of green spaces and the recycling of cassettes.

INTEGRATION OF CSR CRITERIA AND CLAUSES IN TENDERS

An “ethics and compliance” clause referencing the Group’s Code of Ethics is included in contracts and the General Terms and Conditions of Purchase. The clause also states that TF1 and TF1 group companies are members of the UN Global Compact.

The Group’s entities make a commitment to other French and international companies to respect and promote the ten principles of the Compact in the areas of human rights, labour, the environment and anti-corruption, as well as adopting responsible purchasing practices. The contractor thus commits to respecting the principles set forth in the Compact, available on the Internet, and makes sure its subcontractors do the same. The contractor is informed that not respecting these principles will result in contract termination and/or is liable to cause serious damage to the image of TF1 group.

RESPONSIBLE ACTIONS OUTSIDE THE CENTRAL PURCHASING DIVISION

Acquired rights

Ethical issues surrounding rights acquisition (including potential corruption among rights-holders and broadcasters) are rare, because rights are granted by means of calls for tender which follow a strict procedure (publication of tender specifications, submission of secure bids, opening of bids in the presence of the Commission, etc.).

TF1 is careful to include compliance clauses in its bids, a policy which is usually reflected in – or inspired by – rights acquisition agreements.

Regarding TF1’s internal process, the bid prices are set by an Executive Management select committee, or for major rights (such as the FIFA or Rugby World Cup) by an *ad hoc* committee set up by the Board of Directors. The Legal Affairs Department is routinely involved in the preparation of bids.

Téléshopping

Téléshopping’s imported products account for 38% of total purchases. This percentage breaks down as follows:

- 48% directly from Chinese factories (under an Asian import agreement);
- 52% through Euro shopping suppliers (under an ESH-Infomercial framework agreement for US and/or European suppliers of products associated with demonstration videos).

For direct imports from China, the Téléshopping quality assurance department produces specifications which the purchasing agent (AKA Out Spring; Innomega; DAG Import) is responsible for enforcing. The agent visits factories on behalf of Téléshopping and coordinates the work with approved testing and verification laboratories on the ground (TÜV SÜD – SGS). In addition, staff from the Téléshopping Purchasing Division (three employees) go to China once or twice a year to visit supplier factories, accompanied by the local purchasing agent.

Other purchases in France and Europe come under a third specific contract (TSH type contract for French and European suppliers).

Each of the three standard contracts contains an ethics and compliance clause and a clause on compliance with employment regulations. The supplier undertakes to respect the provisions of international labour conventions, particularly those relating to forced labour and child labour, and is expressly prohibited from employing minors for the manufacture of the products covered by the contract or for any other related task.

The contracts also state that, because TF1 is a signatory of the Global Compact, the supplier must also fulfil the same commitments. This is an essential condition of the contract. The contracts also mention that TF1 group companies are committed to responsible purchasing practices. Suppliers must confirm that they have read the Responsible Supplier Relations Charter, available on the website <http://www.relations-fournisseur-responsables.fr/charte-relations-fournisseur-responsables>.

TF1 Games

TF1 Games and Dujardin publish and sell children’s games, which are sold to distributors in France and *via* distributor partners in Europe (or even worldwide, for some of the products).

There are two types of purchases:

- imports of finished products purchased from European or global suppliers;
- in-house development.

In the latter case, the TF1 Games team develops an idea or acquires a concept from an external author, drafts the specifications, and outsources production to a supplier under the supervision of a TF1 Games production manager. TF1 Games works with ten regular suppliers, including four in China, which mainly manufacture games that contain electronics. Card games are generally manufactured in Europe. Purchases in Asia (China) represent 82% of the purchasing total.

The specifications require a high level of product safety, with zero tolerance for non-compliance. Compliance tests are carried out in Hong Kong by the French laboratory INTERTEK acting on behalf of TF1.

The purchasing terms and conditions include the “Ethics and compliance” clause, in line with TF1 group’s Responsible Purchasing Charter. Staff from the TF1 Games Purchasing team travel to China to visit the headquarters of suppliers each year, with a factory tour every other year.





SUMMARY OF ACTIONS FOR DEPARTMENTS INVOLVED IN THE PROCESS

	Central Purchasing Division	Rights Purchasing Division	Téléshopping	TF1 Games
Publication of the Responsible Purchasing approach	Yes	-	-	-
Buyer training on responsible purchasing	Yes	Yes	Yes	-
CSR criteria included in tenders	Yes	Yes	Yes	-
EcoVadis assessment	Yes	No	No	No
CSR questionnaire sent out during tenders	Yes	No	No	No
Inclusion in the CSR risk map	Yes	Yes	Yes	Yes

RESPONSIBLE PURCHASING INDICATORS

	From 01/10/2017 to 30/09/2018	From 01/10/2016 to 30/09/2017	From 01/10/2015 to 30/09/2016
Total business scope (€m)	1,353.7	1,247.4	1,321.8
Expenses addressed by CSR criteria (€m) ⁽¹⁾	1,353.7	1,247.4	1,321.8
Share of expenses addressed (in %)	100%	100% ⁽²⁾	95%
Number of suppliers assessed by EcoVadis or in the process of assessment	183	174	160
Revenue covered by an EcoVadis assessment or in the <i>process of assessment</i> (€m)	91.1	97.7 ⁽³⁾	396.2
Revenue with the sheltered/adapted sector (€md)	261.1	417.7	402.6
% of Central (Ex-rights) Purchasing Division buyers trained in responsible purchasing	80% ⁽⁴⁾	100%	100.0%

(1) Expenditure covered by a responsible purchasing approach or purchasing procedures integrating CSR criteria (e.g. contracts incorporating a CSR/SD clause).

(2) Following the campaign in 2015 to include the CSR/Diversity clause in contracts, 100% of contracts now contain these clauses. Only non-contract purchases (an estimated 5% of purchase values) are not routinely addressed.

(3) The net decrease in the amount covered by EcoVadis assessments is due to the scrapping of EcoVadis assessments of rights providers, which proved to be of little relevance for the business.

(4) 1 buyer arriving in the Central (Ex-rights) Purchasing Division in late 2017 had not yet been trained by the end of 2018.

7.3.8 PROGRAMME ACCESSIBILITY

As a leading family-oriented channel, TF1 is duty bound to ensure that its programmes are accessible to everyone, particularly people with impaired hearing or vision.

SUBTITLING

Since September 2010 all TF1 programmes have been subtitled, in accordance with the Act of February 2005. In the case of news

programmes, a special system has been introduced to deliver quick service combined with excellent quality when transcribing news item commentaries or what the journalist is saying in the studio. The system operates using a team of three people and voice recognition software. On 12 December 2011, TF1 signed the CSA's charter on Subtitling Quality.

The Group's theme channels go beyond their subtitling obligations.

INDICATOR: COMPLIANCE WITH SUBTITLING OBLIGATIONS BY GROUP CHANNELS

Channel	2018 obligation	2018 actual	2017 actual
TF1	100%	100%	100%
TMC	100%	100%	100%
TFX	60%	75%	79%
TF1 Séries Films	40%	89%	88%
Ushuaïa TV	10%	22%	28%
Histoire	10%	27%	31%
TV Breizh	20%	78%	77%
LCI	3 subtitled newscasts/day between 2pm and 8pm	1,029 subtitled newscasts between 2pm and 8pm	840 broadcasts between 2pm and 8pm

CONCERNING FRENCH SIGN LANGUAGE

Channel	2018 obligation	2018 actual	2017 actual
LCI	1 French language signed newscast/day at 8pm	1 French language signed newscast/day at 8pm	350 French language signed newscasts at 8pm

Although these obligations do not apply to advertising slots, in response to a request from some advertisers, the channel broadcasts their commercials with closed captioning for the hearing-impaired.

AUDIO DESCRIPTION

To serve the one million people in France suffering from impaired vision, TF1 offers programmes with audio description, a technique developed by the Valentin Haüy charity for the blind and visually impaired that allows people to “see” what is going on through an audio description of the action and setting.

INDICATOR: COMPLIANCE WITH AUDIO DESCRIPTION OBLIGATIONS

Channel	2018 obligation	2018 actual	2017 actual
TF1	100 audio-described programmes, including audio description for at least 55 new programmes on TF1	195 audio-described programmes, including audio description for 67 new programmes on TF1	134 audio-described programmes, including audio description for 69 new programmes on TF1
TMC	At least 22 new programmes with audio description on TMC	26 new programmes with audio description on TMC	29 new programmes with audio description on TMC
TF1 Séries Films	At least 12 new programmes with audio description on HD1	26 new programmes with audio description on TF1 Séries Films	30 new programmes with audio description on HD1
LCI	1 audio-described news programme per week	1 audio-described news programme per week	1 audio-described news programme per week





7.3.9 PROTECTION OF YOUNG VIEWERS

RATING INFORMATION FOR YOUNG VIEWERS AND YOUTH PROGRAMMES

Since 2002 terrestrial television channels have been required to display content rating signage during all non-advertising programmes that are not recommended for general viewing. Each channel is responsible for introducing the signage system and informs the CSA of its composition but remains solely responsible for rating decisions. The signage provides practical information about age appropriateness for each of the five categories (general, -10, -12, -16, -18). The TF1 channel does not broadcast any -18 rated programmes.

The Viewing Committee set up by TF1 brings together the heads of broadcasting, programming, programme compliance, acquisitions and youth programming.

7.3.10 PROMOTING DIVERSITY

The TF1 company fights against stereotypes and seeks to broadly represent diversities in civil society, as do the channels, with all of the players involved in these issues and free of any competitive spirit. To underscore and publicise this commitment, TF1 group applied to renew its diversity label in March 2017. Its application was granted in July 2017.

The CSR Director liaises with the Diversity unit and with representatives from the different programme units to articulate the actions and initiatives of TF1 group on diversity and relay this approach to government agencies, opinion leaders and civil society, in association with the Corporate Communication Divisions.

TF1 group strives to reflect the diversity of the whole of society on its channels and websites, without stereotyping or omissions. Quantified commitments are sent to the regulator each year. A letter is sent each year to the producers of TF1 magazine, game, entertainment and reality TV shows to raise awareness of the issue of diversity within the programmes they make for the channel. All employees responsible for programme production attend special training on taking account of diversity in all its aspects.

A study conducted with the News Division in 2016 had highlighted the under-representation of women in TV news (only 34% of speakers on TV news were women, and only 22% of experts). The action plan was implemented in 2017, comprising:

- a training plan for news contributors (120 journalists, researchers and editors);
- a partnership with the organisation Vox Femina and its competition "Femmes en Vue" to increase the number of female experts invited on to programmes. TF1 group hosts a media training day for the 24 winners;
- an annual female experts' day, with workshops and meetings with the Editorial Team.

The second round of the study, carried out in early 2018, showed a 5 percentage point increase for the two key figures (39% of speakers were women and 27% of "non-TF1" experts were women). The TF1 group continued its commitment in 2018 through its second "Expertes à la Une" (Experts in the Headlines) event, which brought together over 170 people on 15 October. To remove barriers stopping women from having a role in the media, "Expertes à la Une" focused its efforts on two areas:

To see all the child protection commitments made by TF1, read the requirements for applying the CSA's content rating signage system at http://www.csa.fr/infos/contrôle/television_signaletique_C.php.

A PSYCHOLOGIST FOR TFOU'S YOUTH PROGRAMMES

Over the last ten years, a child psychologist has viewed all the youth series purchased and works upstream in close cooperation with the artistic team on series co-produced by the channel. He or she suggests cuts or sometimes rates episodes as being unfit for broadcast, when he or she considers the images inappropriate for children. These recommendations are always followed.

- coaching and supporting women with their public speaking: for this second event, 75 experts received specific training to learn how to structure their speeches, manage their image as well as legitimise their know-how and status;
- raising editors' awareness of parity issues: this second event provided journalists, in particular, with a list of experts in different fields (economy, innovation, politics, justice, society, sport, culture etc.).

The French Drama Unit has produced high-quality programmes designed to nudge viewers towards a greater acceptance of difference: the series "Les Bracelets Rouges" (Red Wristbands), on cancer in children, the "Jacqueline Sauvage" one-off dramas on violence against women and "Le jour où j'ai brûlé mon cœur" (The Day I burned my heart) on bullying in schools, were extremely well received by audiences and were praised by the organisations concerned.

The Children's Programmes Unit, in association with the SACD⁽¹⁾, holds an annual competition with a social theme for young people studying animation. The theme of the 2018 competition was "Haut les mots, bas les mains" (Words up, hands down), inviting young viewers aged between 6 and 10 years to use words, not violence, to express themselves. The winning entry was chosen in December 2018. TF1 group and the SACD will jointly donate €15,000 towards financing the film, which went into production in January 2019.

Through its programmes, and internally, the TF1 group helps to change people's perceptions of one another and to promote talent across-the-board.

TF1 and LCI chose to get involved with the DUODAY, the national awareness day launched by the State Secretariat for disabled persons. Having committed to promoting diversity with TF1 Initiatives, the TF1 and LCI channels decided to get involved with this operation by offering disabled people the chance to co-present three flagship shows, alongside their usual presenters.

(1) SACD: Society of Authors and Composers of Dramatic Works.

To challenge received ideas and change perceptions, on Saturday 21 July last year, TF1 launched the magazine, *C'est quoi cette question?* (What is this Question?) which gives a voice to those who too often fall victim to prejudice as a result of their difference.

TF1 group conveys this conviction internally, advocating open and respectful relationships between employees and rejecting any discriminatory practices or attitudes. (See section 7.1.8 "Equal opportunities and the fight against discrimination").

7.3.11 ISSUES IN DIGITAL MEDIA

REGULATION OF ONLINE PUBLIC COMMUNICATION SERVICES

For its digital audiovisual services (mainly MYTF1 websites and apps), TF1 group is subject to regulation of on-demand audiovisual services (see "Audiovisual regulations applying to ODAMS" below) and, as such, is also subject to CSA regulation. Where these services do not correspond with the legal definition of on-demand audiovisual services (for example, MYTF1), the Group is subject mainly to the Law of 21 June 2004 on confidence in the digital economy and to all provisions of the French Consumer Code. In all cases, the Group is also required to comply with the Law of 29 July 1881 on the freedom of the press (notably the prohibition of defamatory and insulting remarks and the vindication or negation of crimes against humanity), as well as, for all media, the regulations arising from the French Data Protection Act of 6 January 1978 and the ruling of 5 December 2013 on cookies and web trackers, and is therefore regulated by the French data protection authority (CNIL). The regulations on cookies ensure transparency with users as to the number of cookies stored on users' computers and the reasons for these, and in particular at countering "targeted" advertising.

In the outside world, the Group supports learning projects, the professional integration of young people and the various innovative schemes delivered by the TF1 Foundation or by supporting non-profit partners.

AUDIOVISUAL REGULATION APPLYING TO ODAMS

Following the Act of 5 March 2009, the implementing orders of 2 July 2010 and 12 November 2010, and the CSA's ruling of 14 December 2010, TF1 group must comply with regulations on ODAMS for all its non-linear services under the meaning of the corresponding legal definition, irrespective of the media used (be it a PC, TV, smartphone, tablet or game console), as well as all non-linear services (such as catch-up TV) offered by the Group's channels. This regulation leads to obligations in terms of (i) the contribution to the production of European and French-speaking film and audiovisual works (for example, financing web series), (ii) exposure to European and French-speaking film and audiovisual works, (iii) advertising and sponsorship, (iv) the protection of young viewers (CSA signage on all programmes concerned and trusted zone listing programmes for general viewing) and (v) compliance.



7.4 INDEPENDENT VERIFIER'S REPORT ON A SELECTION OF NON-FINANCIAL INFORMATION

This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

Year ended the 31/12/2018

To the Board of Directors,

Further to your request and in our quality as an independent verifier, member of the network of one of the Statutory Auditors of your entity Télévision Française 1 (TF1) (hereafter "entity"), we present our report on a selection of non-financial information established for the year ended on the 31/12/2018 detailed in Appendix 1 (hereafter referred to as the "Information"), that the entity has chosen to prepare and present in its management report.

RESPONSIBILITY OF THE ENTITY

As part of this voluntary approach, it is the responsibility of the entity to prepare the Information in accordance with the protocols used by the entity, concerning HR reporting on one hand and environmental and societal reporting on the other hand (hereafter referred to as the "Criteria"), available on request at the entity's headquarters and summarized in the management report.

INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the Code of Ethics of our profession. In addition, we have implemented a quality control system, including documented policies and procedures to ensure compliance with ethical standards, professional standards and applicable laws and regulations.

RESPONSIBILITY OF THE INDEPENDENT VERIFIER

It is our role in response to the entity's request, based on our work, to express a limited assurance conclusion that the Information is fairly presented, in all material aspects, in accordance with the Criteria.

Nonetheless, it is not our role to give an opinion on the entire management report for the year ended on the 31/12/2018 or on the compliance with other applicable legal provisions.

NATURE AND SCOPE OF THE WORK

Our verification work mobilized the skills of five people and took place between October 2018 and February 2019.

We conducted the work described below in accordance with the international standard ISAE 3000 (International Standard on Assurance Engagements) and with the professional standards applicable in France.

- We assessed the suitability of the Criteria in terms of its relevance, comprehensiveness, reliability, neutrality and understandability by taking into consideration, if relevant, the best practices of the industry.
- We consulted documentary sources and conducted interviews to corroborate the qualitative information presented in Appendix 1.
- On quantitative information, we implemented:
 - analytical procedures to verify the correct consolidation of the collected data as well as the consistency of their evolutions;
 - detailed tests based on samples, consisting of checking the correct application of the definitions and procedures and reconciling the data with the supporting documents. This work was carried out on TF1's head office activities, which cover 67% of the entity's consolidated workforce.

We consider that the work we have done by exercising our professional judgment allows us to express a limited assurance conclusion; an assurance of a higher level would have required more extensive verification work.



CONCLUSION

Based on our work, we have not identified any significant misstatement that causes us to believe that the Information, taken together, has not been fairly presented, in compliance with the Criteria.

Paris-La Défense, the 14th February 2019

French original signed by:

Eric Mugnier
Partner, Sustainable Development

Independent Verifier
ERNST & YOUNG et Associés

Jean-François Bélorgey
Partner

APPENDIX 1: VERIFIED INFORMATION

Social information

Quantitative information

Total workforce and breakdown by open-ended and fixed-term contracts
Breakdown of the workforce by gender
Percentage of women managers
Work-related accidents of employees excluding temporary workers
(number of work-related accidents with time off, frequency rate of work-related accidents, severity rate of work-related accidents)

Qualitative information

Fight against discrimination, equal opportunities
Fight against discrimination through remuneration
Social dialogue and new forms of work organization
Training to adapt skills to digital transformation

Societal information

Quantitative information

Number of CSA interventions
Total value of initiatives for philanthropy including the amount of donations in kind
Percentage of women in TV news as a percentage of all participants speaking
Percentage of expert women in TV news of all participants speaking

Qualitative information

Conformity of programmes with ethical and compliance commitments in relation to the Charter of professional ethics for journalists and the Honesty, Independence and Pluralism Committee
Measures taken to comply with the Global Data Protection Regulation
Measures taken in relation to behavioural advertising

