



HR INDICATORS

GENDER  
EQUITY

**46.6%**  
of women amongst  
managers

DISABLED  
EMPLOYEES

**916**  
permanent contracts  
+8% in 2016 vs 2015

WORK-STUDY  
APPRENTICESHIPS

**790**  
at end-2016

TRAINING

**93%**  
of employees have  
received training



SOCIAL INDICATORS

PREVENTION

**135,000**  
beneficiaries of awareness  
programmes

**Over  
13,000**  
missions completed  
by prevention staff

RESPONSIBLE  
INVESTMENT

**€23.7bn**  
in outstanding amounts integrating  
ESG criteria  
+€3bn vs 2015

**€1bn**  
in venture capital and loans to finance  
small and medium-sized companies,  
transport infrastructures, energy and  
the environment, telecommunications  
and real estate

CORPORATE  
SPONSORSHIP

**€5.6m**  
allocated to corporate  
sponsorship



ENVIRONMENTAL INDICATORS

FORESTS

**29**  
PEFC certified Groupama's  
forests

GROUP CO<sub>2</sub> EMISSIONS

**44,521**  
equivalent tons of CO<sub>2</sub>

**-14.5%**  
vs 2015

PAPER

**2,980**  
tons of paper consumed

**-9.4%**  
vs 2015

**69,774**  
tons of CO<sub>2</sub> avoided by  
using harvested wood