

Social data

Indicators	GRI code	Scope (in % of the overall Group's headcount)	Europe										AMEA							Other countries word organi-sations	Orange Business services International ⁽¹⁾					
			France	Europe									AMEA									Group total 2016	Group total 2015	Group total 2014		
			France ⁽⁶⁾	Poland	Spain	Belgium	Romania	Slovakia	Moldova	Other EME countries	Senegal	Mali	Ivory Coast	Egypt	Jordan	Niger	Mada-gascar	Morocco	Other AMEA countries							
In the Group (end of the year)																										
Number of male employees	LA13	100%	60,995	9,521	3,832	962	1,690	772	507	108	1,126	445	866	3,298	1,392	337	478	735	1,897	1,672	8,605	99,238	99,994	99,920		
Number of female employees	LA13	100%	34,643	6,395	3,524	561	1,553	354	560	52	673	140	575	1,086	449	93	422	372	964	683	2,866	55,965	56,198	56,313		
Total number of employees ⁽⁶⁾	LA1	100%	95,638	15,916	7,356	1,523	3,243	1,126	1,067	160	1,799	585	1,441	4,384	1,841	430	900	1,107	2,861	2,355	11,471	155,202	156,191	156,233		
Percentage of women among the employees	LA13	100%	36.2%	40.2%	47.9%	36.8%	47.9%	31.4%	52.5%	32.5%	37.4%	23.9%	39.9%	24.8%	24.4%	21.6%	46.9%	33.6%	33.7%	29.0%	25.0%	36.1%	36.0%	36.0%		
Total number of employees CDI (Permanent contracts) ⁽⁶⁾	LA1	100%	94,120	15,396	6,994	1,523	2,936	1,041	1,067	151	1,799	517	1,394	4,384	1,726	372	897	1,107	2,484	2,171	11,413	151,491	152,879	153,047		
Total number of employees CDD (Temporary contracts) ⁽⁶⁾	LA1	100%	1,518	520	362	-	307	85	-	9	-	68	47	-	115	58	3	-	377	184	58	3,711	3,312	3,186		
Yearly Average number of employees CDI (permanent contracts) ⁽⁶⁾	LA1	100%	94,876	16,692	7,244	1,532	2,883	1,027	1,063	151	1,795	513	1,431	4,485	1,735	428	923	1,108	2,482	2,106	11,448	153,921	152,216	152,031		
Number of full time equivalent staff	LA1	100%	82,656	15,880	6,604	1,454	3,236	1,126	1,044	158	1,799	585	1,441	4,384	1,841	430	900	1,107	2,861	2,327	11,385	141,217	143,742	146,866		
Total number of employees of the previous year	LA1	100%	96,821	16,997	7,075	1,551	3,114	1,088	902	161	1,807	539	1,480	4,607	1,863	531	951	1,109	1,984	2,314	11,297	156,191	156,233	165,488		
Number of men (CDI) in management positions	LA13	99.7%	22,142	2,312	297	396	373	424	81	-	315	66	278	209	102	66	8	241	473	840	5,167	33,790	32,755	32,404		
Number of women (CDI) in management positions	LA13	99.7%	9,710	923	114	189	218	96	44	-	134	21	135	46	34	20	2	85	139	438	1,577	13,925	13,435	13,096		
Number of employees (CDI) in management positions	LA13	99.7%	31,852	3,235	411	585	591	520	125	-	449	87	413	255	136	86	10	326	612	1,278	6,744	47,715	46,190	45,500		
Percentage of women (CDI) in management positions	LA13	99.7%	30.5%	28.5%	27.7%	32.3%	36.9%	18.5%	35.2%	-	29.8%	24.1%	32.7%	18.0%	25.0%	23.3%	20.0%	26.1%	22.7%	34.3%	23.4%	29.2%	29.1%	28.8%		
Percentage of women in the "leaders" network	LA13	100%	Global figure (concerning 1,086 leaders at the end of 2016), difficult to split between the different countries, because of transverse-corporate activities represent 2.1% at the Group level																			24.46%	24.46%	24.46%		
Average age of the workforce ⁽⁷⁾	LA1	100%	48.3	42.5	35.6	39.9	33.3	37.3	33.1	35.8	41.1	36.3	41.3	34.1	38.9	34.9	33.3	36.9	38.0	38.4	39.2	38.4	39.0	39.6		
Total number of permanent employees (CDI) in 2015	LA1	100%	95,593	16,434	6,675	1,551	2,843	1,004	902	151	1,805	500	1,423	4,607	1,724	427	949	1,109	1,806	2,170	11,206	152,879	153,047	161,932		
Number of redundancies (CDI)	LA2	100%	77	879	781	64	21	34	-	6	2	-	7	107	1	-	19	2	105	29	293	2,427	2,464	2,443		
Percentage of redundancies per country (compared to 2015 permanent employees)	LA2	100%	0.1%	5.3%	11.7%	4.1%	0.7%	3.4%	0.0%	4.0%	0.1%	0.0%	0.5%	2.3%	0.1%	0.0%	2.0%	0.2%	5.8%	1.3%	2.6%	1.6%	1.6%	1.5%		
Number of external recruitments (CDI)	LA2	100%	2,953	548	2,659	132	490	142	149	34	79	39	94	270	109	29	55	97	148	500	1,675	10,201	7,951	6,057		
Percentage of external recruitments (compared to 2015 permanent employees)	LA2	100%	3.1%	3.3%	39.8%	8.5%	17.2%	14.1%	16.5%	22.5%	4.4%	7.8%	6.6%	5.9%	6.3%	6.8%	5.8%	8.7%	8.2%	23.0%	14.9%	6.7%	5.2%	3.7%		
Number of resignations (CDI)	LA2	100%	422	314	1,044	46	289	56	97	13	2	-	20	380	45	13	75	30	66	288	952	4,152	3,742	3,723		
Percentage of voluntary departures (compared to 2015 permanent employees)	LA2	100%	0.4%	1.9%	15.6%	3.0%	10.2%	5.6%	10.8%	8.6%	0.1%	0.0%	1.4%	8.2%	2.6%	3.0%	7.9%	2.7%	3.7%	13.3%	8.5%	2.7%	2.4%	2.3%		
Total number of employee departures (male)	LA2	100%	3,755	782	1,299	109	168	63	57	16	76	22	110	372	76	58	56	59	231	313	1,015	8,637	7,232	8,335		
Total number of employee departures (female)	LA2	100%	1,653	814	1,037	49	230	42	80	17	10	3	18	121	31	24	49	38	57	111	322	4,706	4,020	4,626		
Total number of employee departures < 30 years	LA2	100%	227	164	1,465	42	145	17	73	10	2	1	10	199	20	7	52	21	32	116	478	3,081	2,360	2,767		
Total number of employee departures 30-50 years	LA2	100%	477	1,008	785	102	250	85	60	23	21	22	104	281	61	74	52	71	234	270	691	4,671	4,166	5,509		
Total number of employee departures > 50 years	LA2	100%	4,704	424	86	14	3	3	4	0	63	2	14	13	26	1	1	5	22	38	168	5,591	4,726	4,685		
Number of employees covered by collective bargaining agreements	LA4	100%	95,562	14,936	6,935	0	0	0	0	0	1,799	0	0	0	0	0	900	0	0	652	1,467	122,251	124,325	124,546		
Percentage of employees covered by collective bargaining agreements (compared to 2015 employees)	LA4	100%	98.7%	87.9%	98.0%	0.0%	0.0%	0.0%	0.0%	0.0%	99.6%	0.0%	0.0%	0.0%	0.0%	0.0%	94.6%	0.0%	0.0%	28.2%	13.0%	78.2%	79.6%	79.7%		
Total number of trained workers	LA10	96%	77,165	18,326	5,319	1,321	2,287	1,104	595	-	1,233	450	1,412	2,778	1,711	351	786	903	1,227	949	8,107	126,024	126,481	132,020		
Total number of hours devoted to training	LA10	96%	2,916,494	541,992	141,387	22,320	73,033	49,997	20,198	-	85,419	26,402	54,315	71,939	39,575	7,602	25,009	22,212	39,463	34,811	154,886	4,327,053	4,793,723	4,531,208		
Average number of hours of training per year and per employee (CDI)	#N/A	96%	31.0	35.2	20.2	14.7	24.9	48.0	18.9	-	47.5	51.1	39.0	16.4	22.9	20.4	27.9	20.1	15.9	16.0	13.6	28.6	31.4	29.6		
Average number of hours of training per year and per employee (average CDI) ⁽⁶⁾		96%	30.7	32.5	19.5	14.6	25.3	48.7	19.0	-	47.6	51.5	38.0	16.0	22.8	17.8	27.1	20.0	15.9	16.5	13.5	28.1	31.5	29.8		
Percentage of employees who had a performance appraisal ^{(6) (4)}	LA12	89.5%	84.4%	88.0%	99.5%	nc	100.0%	nc	84.9%	nc	nc	nc	nc	nc	nc	nc	nc	nc	na	nc	92.6%	75.5%	75.7%	76.0%		
The 6 indicators below are temporary values on a restricted scope of reporting ⁽²⁾																										
Number of fatal work accidents	LA7	95%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3		
Number of related work accidents, with a leave of absence ⁽²⁾	LA7	95%	538	33	22	0	3	1	0	0	0	0	0	12	0	15	0	4	0	14	7	649	830	837		
Number of days lost due to non-fatal work accidents	LA7	95%	39,139	1,319	725	0	33	8	0	0	0	7	0	134	529	863	0	31	0	540	193	43,521	52,158	54,953		
Total number of days lost due to illness	LA7	95%	796,892	168,324	72,644	0	10,892	8,735	0	4,013	0	7,194	813	4,370	21,533	5,403	616	2,120	896	8,270	21,934	1,134,648	1,269,630	1,253,502		
Frequency rate of work related accidents (TFRAC)	LA7	95%	4.081	0.033	0	0	0	0	0	0.0	0.0	0	0	4.304	0	4.354	0	2.347	0.0	0.0	0.0	2.9927	2.9940	3		
Severity rate of work related accidents (TGRAC)	LA7	95%	0.270	0.044	0.065	0	0.006	0.004	0	0	0	0.002	0	0.048	0.063	0.250	0	0.018	0	0	0	0.20068	0.0903	0		

(1) OBS International takes into account: Equant (which number of employees throught 200 countries including France, represents 94.9% of the overall number), 9 NRS subsidiaries (2.4%) and 8 Globecast subsidiaries (2.7%).
(2) The number of accident, with a leave of absence, have been reported, for OBS Intl, on 10 Equant countries: USA, UK, Brazil, India, Singapore, Australia, Germany, Belgium, Egypt and Mauricius), 6 Globecast subsidiaries & 8 NRS subsidiaries.
(3) Corrected 2010 Group Total (taken out of the HR data of Mauritius -1,726 employees- and Equatorial Guinea -491 employees-, unconsolidated entities in 2010).
(4) The given % refer to the mid year performance employees appraisal campaign. For France & OBS, it concerns performance appraisal of senior managers (level E, F, G); for the other countries, when values are available, it concerns the complete population of employees.
(5) For Poland, collected reporting on only Orange Polska, Teltech, OCS Wsparcie, OCS Operacje and Orange Fundacja (96% of CDI employees).
(6) This indicator "Average yearly CDI" does not take into account some rare entities where data pertaining to training havd not been reported. Then, some low gaps might appear in the reporting scope.
(7) Values provided in the Registration Document are often related to Orange SA only, to say a scope of financial consolidation, excuding French subsidiaries which revenues are consolidated aside for their international activities. In the CSR Report, all figures provided for France take into account Orange SA & the french subsidiaries.

Item reviewed by KPMG: moderate level of assurance.

Item reviewed by KPMG: raisonnable level of assurance.