



WORKPLACE ACCIDENTS

Workplace accidents

Scope: global	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2014 Group total	2013 Group total
Frequency rate ^a of workplace accidents among staff	2.9	4.4	11.0	7.7	3.2	4.2	6.0	5.7
Severity rate ^b of workplace accidents among staff		0.25	0.42	0.53	0.15	0.12	0.37	0.36
Number of fatal accidents ^c		5		5			10	

(a) Number of accidents involving time off work x 1,000,000/number of hours worked. In France, these are accidents leading to more than one day off work, reported to and recognised by healthcare authorities. Outside France, Colas counts accidents that are reported and recognised by the relevant health authorities. Bouygues Construction counts accidents leading to at least one day off work.

(b) Number of days off work as a result of a workplace accident x 1,000/number of hours worked.

(c) New indicator for 2014. No data set for 2013.

Social protection outside France ^a

Scope: outside of France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2014 Group total	2013 Group total
Social protection outside France		86%		100%			94%	

(a) New indicator for 2014. No data set for 2013. Percentage of companies employing more than 300 people, operating outside France, providing social protection to employees. Coverage: 72% of international headcount.

The slight deterioration in the accident frequency rate at **Bouygues group** conveys the trend at Colas in 2014. At **Bouygues Construction**, the steady improvement in the frequency rate in recent years continued. Implementation of social protection is a priority local HR policy. It is rolled out step by step to new units. The goal is that each employee will be covered for personal risks, death and incapacity at the least. Indicators on workplace accident frequency and severity rates at **Bouygues Immobilier** reflected the consolidation of subsidiary Ossabois. At **Colas**, the frequency rate was up but the severity rate declined slightly. Outside France, all Colas subsidiaries employing more than 300 people provide social protection for their employees. Some subsidiaries also offer optional complementary insurance (e.g. in the United States) or specific work-life balance perks (e.g. in Canada).

Of the ten fatal accidents that Bouygues group regretfully experienced in 2014, six were related to road accidents or medical causes without a direct occupational link.