

CORPORATE AND SOCIAL RESPONSABILITY

Progress chart

Measures	Monitoring indicators	Degree of implementation at 31/12/2009
Our four commitments regarding resources		
1. To set up an organization enabling us to manage our CSR undertakings		
a. Constitution of a Sustainable Development Committee	Operational performance of the Committee	100% (completed)
b. Creation of a network of CSR correspondents	Percentage of group headcount covered by a CSR correspondent	40% (in process)
2. To set up an IT system for environmental and social data		
c. Development and integration of a CSR reporting tool	Degree of implementation of the tool	50% (in process)
3. To involve our suppliers in our progress plan		
d. Raising of awareness of responsible purchasing principles within our Purchasing Department	Training and awareness raising sessions	100% (completed)
4. To mobilize and raise awareness among employees with regard to sustainable development and responsible communications		
e. Training courses and sessions to raise awareness of sustainable development and responsible communications practices	Number of employees and percentage of headcount to have received training	0% (to do)
f. Design, development and launch of an e-learning platform dedicated to sustainable development on the Havas intranet	Degree of implementation of the e-learning platform	0% (to do)

Our six commitments to progress

THE ENVIRONMENT

1. To reduce the environmental footprint of our operations

1.A. CO2 emissions:

a. Calculation of the group's carbon footprint		100% (completed)
b. Implementation of a system to monitor our GHG emissions	Degree of implementation of the tool	20% (in process)
c. Launch of the plan to reduce emissions by 10% between 2010 and 2015)	Change in GHG emission levels	0% (to be launched in 2010)

1.B. Consumption of office paper

d. Reduce the number of printouts, print on both sides whenever possible, prefer lighter basis weights (gsm)	Quantity of paper used (in tons) and variance from the goal of a 30% reduction between 2010 and 2015	0% (to do)
e. Gradual replacement of non-recycled paper purchases (or paper not certified by an environmental agency) by fully recycled or FSC/PEFC-certified paper	Percentage of recycled or FSC/PEFC-certified paper in total office paper purchased, variance from the goal of using 100% recycled or certified paper in 2015.	30% (in process)

1.C. Waste

f. To reduce our consumption of disposable products (bottles, plastic cups, etc.), and to reduce our consumption of office paper	Total waste (tons) and variance from the goal of a 10% reduction within three years	0% (to do)
g. To make paper sorting and recycling the rule	Number of entities (and corresponding percentage of group headcount) to have implemented a paper sorting system	70% (in process)

2. To reduce the environmental impact of our communications

a. To have our recommendations include proposals to measure the impact of our communications on the environment	Number of recommendations (design / production of a media plan) that include a proposal to measure the impact on the environment	n/a (diagnosis not yet carried out)
b. To prefer means of production and communication that have the least impact on the environment	<i>To be determined after the diagnosis phase</i>	n/a (diagnosis not yet carried out)

SOCIAL ISSUES

3. To promote diversity and expand health insurance and employee benefits internationally

3.A. To promote diversity, with special emphasis on disabled persons

a. To raise awareness concerning the professional integration of disabled persons in our agencies	Number of entities (and corresponding percentage of group headcount) to have taken steps to raise awareness	20% (completed in France)
b. To recruit disabled persons	Number of disabled persons (employees or trainees) working on behalf of the Havas group, and changes over time	n/a (diagnosis not yet carried out)
c. To develop outsourcing with companies employing disabled persons with a view to professional reintegration (known as ESATs in France)	Amount of purchasing from companies involved in the professional reintegration of disabled persons	n/a (diagnosis not yet carried out)

3.B. To expand our system of health insurance and employee benefits internationally

d. To draw up a detailed plan of action upon completion of the inventory of social protection schemes to which our agencies contribute	Number of employees (and percentage of headcount) with health insurance and benefits, and number and percentage with pension scheme	n/a (diagnosis not yet carried out)
--	---	-------------------------------------

4. To apply more demanding social and human rights criteria in purchasing products and services		
a. To conduct a review of supplier contracts and launch a pilot project in France	<i>To be determined after the diagnosis phase</i>	n/a (diagnosis not yet carried out)
SOCIETY ISSUES		
5. To promote ethics in the operation of our businesses		
a. Revision of the current code of ethics and guide on Havas' internal procedures		n/a (to be carried out in 2010)
6. To promote a model of communications more sustainable development		
a. Integration of skills and tools dedicated to Sustainable Development in the group's agencies (<i>see resource commitments Nos. 1 and 4</i>)	Monitoring of initiatives in all group agencies	n/a (diagnosis not yet carried out)
b. Development of working methods upstream of the design of communication campaigns, with greater involvement on the part of stakeholders from the customer company	Number of consultations with stakeholders prior to the designing of communication campaigns	n/a (diagnosis not yet carried out)
c. Greater commitment to society at large through pro bono work	Number of pro bono schemes worked on, and corresponding number of working days	n/a (diagnosis not yet carried out)