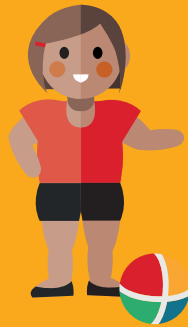




COMMUNITY ENGAGEMENT



Allowing vulnerable groups to fulfil their potential



Working alongside local communities and vulnerable populations

Sopra Steria's commitment to community

The Group is committed to helping vulnerable people by focusing on four types of actions:

- Digital inclusion,
- Access to education,
- Access to employment,
- The right to water.

To fulfil this commitment, which involves more than 1,000 of our employees, the Group has set up two foundations situated in France and India and sponsors local charities.

The community fundraising events that are organised every year illustrate the commitment of our employees.

Mobilised around charitable causes which are also linked to environmental issues, employees raise funds for both the Group's community programs and for associations of their choice. These events are organised in India as "Share and Support Day", in the United Kingdom as "Community Matters", in Scandinavia as "The Challenge" and in Poland as the "Charity Challenge". Community initiatives that tackle local issues also involve employees within those countries in which the Group operates, such as Italy, France, Belgium, Spain, France, Poland and Morocco.

In Germany, Norway and the United Kingdom, employees can finance associations as well as the Group's educational program in India through salary contributions.

The Sopra Steria-Institut de France Foundation - Digital technologies serving people and the environment

The Sopra Steria-Institut de France Foundation supports projects combining digital, social and environmental innovation, drawing on more than 15 years' experience.

These projects are supported financially and through the active engagement of our employees who support the associations and contribute their advice and expertise. Every year, the Foundation organises a Student Award, which rewards social and digital innovation projects that promote community and the environment. Financial prizes are awarded to the two winning entries with a view to making them permanent. The teams of students are accompanied by a mentor, a Sopra Steria volunteer, throughout their project.

Opening doors of opportunity through digital inclusion



Promoting digital inclusion

In a connected world, the acquisition of digital skills and the multiple uses they enable are an important factor in social, cultural and professional integration. Digital technologies can also help create solutions where digital and social innovations interact in a constructive manner. As a digital player, working for digital inclusion also means taking action where we can have the most impact, sharing our skills and know-how within the largest possible ecosystem, including the most vulnerable: those who are far removed from employment, those with disabilities or the older generations.

Doc-depot, a community digital deposit box

Doc-depot is a software solution that enables homeless people to safeguard their personal documents and information, with the help of accompanying social workers. It was designed and developed by an employee within his association, Adileos. Some fifteen social organisations and public bodies have adopted it. The Sopra Steria-Institut de France Foundation supports this project.

Student Awards from the Sopra Steria-Institut de France Foundation

The Foundation supports two projects from schools that won the Student Award: the PolyS.E.N.S project from ENSEA, a solution to stimulate the senses and emotions of individuals with multiple disabilities, and Listen and Warn from Telecom Paris Tech, a connected watch aimed at improving existing hearing aids.

Ferd - Know-how at the service of social entrepreneurship

As part of its community program, Norway supports Ferd Social Entrepreneurs (FSE). This partnership is based on voluntary consulting services for a project from Minos, the company which provides and develops an online platform for school teachers allowing them to detect the risk of abuse or harassment of children.

Gloucestershire County Council

For Gloucestershire County Council, Sopra Steria has used Sustainable Service Delivery to support digital inclusion, and has:

- provided learning, skills development and work experience opportunities through apprenticeships, mentorship and work placements for more than 10 local young people, some of them from disadvantaged backgrounds;
- designed a digital inclusion project that will provide access to ICT equipment, the web and skills training to disabled, unemployed and older people in Gloucestershire;
- sponsored a Mozilla Badge for Enterprise in partnership with a local college, which will encourage students to develop entrepreneurial skills, whether to start their own business or be a highly desirable, enterprising employee;
- supported local small businesses and the local economy by offering business opportunities to SMEs.

Mujeres Foundation - Computer training for women from underprivileged backgrounds

In Spain, volunteers have trained women from underprivileged backgrounds in computer science. This operation has had a double benefit, enabling these women to find a job more easily and allowing them to train and develop their skills.

Access to education for a better future



Giving access to education

Education is a major factor in wealth creation within society and is a catalyst for social integration. In the countries within which the Group operates, Sopra Steria and its volunteer employees undertake a variety of activities: tutoring children with learning disabilities, raising awareness on digital skills among young girls and donating computer equipment. In India, an extensive educational program is deployed to more than 70,000 children in over 57 schools supported by the Group. Thanks to this program, children from disadvantaged backgrounds, especially young girls, have access to education.

Education program in India

In India, over the past few years a major program in support of education has been deployed as part of the fight against poverty. The Group believes that education is a key factor for social integration in this country of strong disparities. The program that has been set up is aimed at children from poor rural areas who attend public schools close to the company's premises. In 2016, more than 70,000 children benefited from this program in 57 schools, ranging from primary to high school. A new project has also been launched in Bangalore to support the education of 80 orphans. In each school, the objective is to provide comprehensive educational support: computer labs, smart boards in classrooms, solar panels (to ensure the availability of electricity), English classes, sports, theatre and environment awareness; the emphasis is on education for girls. Around twenty solar-powered computing labs are now up and running. The support provided also includes equipment for playgrounds, computer courses and preparation for exams, dietary supplements based on milk, school uniforms and shoes. This ambitious program is based on the support of hundreds of volunteer employees who accompany the children during their schooling. The program now aims to convert schools into green schools, integrating solar power, access to drinking water, vegetable gardens and sanitary facilities.

Three Peaks Challenge in the UK - Gathering funds to help children in India

Teams of volunteers from Sopra Banking Software climbed the country's three highest peaks: Scafell Pike in England, Ben Nevis in Scotland and Mount Snowdon in Wales. The event was carried out to the end, a physical challenge which raised funds for the educational program in India.

Social Week in Germany

As part of a training program for managers, a community week, Social Week, is dedicated to the support of children with learning difficulties.

Access to employment for everyone



Contributing to employability

Studying, training, acquiring new skills, learning about the real world of work, help people to prepare and develop their confidence in their ability to enter the job market. The Group undertakes several initiatives to help with preparing for job interviews, training in information technology and stimulating entrepreneurial skills. In India, the university scholarship program enables students from schools supported by Sopra Steria to continue their higher education. It is entirely financed by an annual fundraising event, Share and Support Day, with contributions from Sopra Steria employees, customers and supporters. As of today, 410 scholarship students have benefited from this program.

Training opportunities to enter the job market

For students from schools that are supported by Sopra Steria in India, the Career Development Centre (CDC) in Chennai provides short vocational training and skill development programs in partnership with the NIIT Foundation. It is sponsored by Sopra Steria Norway. More than 3,600 students have received training and 850 of them have already found a job.

Professional inclusion through digital technologies

For several years Sopra Steria in Norway has been organising computer courses for migrant women. This initiative is carried out in collaboration with the Church City Mission in Oslo. Volunteers from Sopra Steria run the courses.

Prince's Trust

Sopra Steria is a patron of the Prince's Trust. Through its annual sponsorship, the company helps the Trust change the lives of disadvantaged young people in the UK. But our contribution doesn't stop there: our employees also play a big part in supporting the Trust through their year-long fund raising and volunteering activities.

Water: the source of life



Committed to the right to water

The Group has been committed to the right to water, convinced that it represents the key challenge facing humanity over the coming decades. Water is life. Yet today, this non-renewable resource is polluted, wasted and over-exploited. More than 1 billion people have no access to safe drinking water. The Group has opted to make this humanitarian and environmental commitment a key pillar of its community policy. This commitment is underpinned by financial sponsorship from international organisations working for access to water, sanitation and the prevention and reduction of pollution. The Group currently sponsors Green Cross, 1001fontaines, TCHAPE, Les Puits du Désert and Planet Water Foundation.

1001fontaines - Supplying safe drinking water in a region without any water supply network

In 2014, the Group committed itself to supporting 1001fontaines, an international charity, which aims to improve the health of rural populations in developing countries by enabling them to produce and consume safe drinking water in their daily lives. Sopra Steria financed the setting up of a plant to produce safe drinking water in a region of Madagascar without a water supply network. The plant, in operation since the end of 2015, will provide drinking water for around 4,000 people. Sopra Steria renewed its sponsorship for a new plant in another village.

The NGO Les Puits du Désert - Providing drinking water to isolated populations

The NGO Les Puits du Désert, supported by the Group since 2016, operates in the desert region of Ténéré, in northern Niger, to give 60,000 isolated people access to water. It works in conjunction with a local NGO and French public development partners. The Group's support helps build or restore wells that provide water for drinking and hygiene.

Aqua Tower Water and Planet Water Foundation - Giving over 20,000 children access to drinking water

In 2015 the Group launched the Aqua Water Tower project at Ganage Junior College in Pune (India), in partnership with Planet Water Foundation (PWF). The Aqua Tower system uses the water purification technology "ultrafiltration" that requires very little maintenance. PWF provided training in the use and maintenance of this system to members of school staff as well as Sopra Steria Group employees in India involved in this project. PWF also performed regular tests to check the purity of the drinking water available to children.

A total of 8 schools have been equipped with drinking water towers, in partnership with Planet Water Foundation, thus providing access to clean water to over 20,000 children.

Smart Water for Green Schools - Optimising water resources, promoting hygiene and health

Sopra Steria is partnering Green Cross International's Water programme in the fight against waterborne disease, which is a major cause of mortality in Africa. It is supporting the construction of a rainwater recovery system and ecological toilets in the primary school in Gnahio Degoué, a village of 400 inhabitants 300 km from Abidjan on the Ivory Coast, where chronic diseases related to water prevent children from attending school normally.

Acting locally to support communities



Local initiatives: in several countries, the Group undertakes community actions in response to local issues and emergencies.

United Kingdom

In the United Kingdom, employees are allowed a day's leave per year to take part in local community activities. The Group also offers matching funds and enabling grants for projects proposed by employees. In 2016, thanks to this mechanism, Community Matters, the annual community campaign, enabled hundreds of staff to organise activities to raise funds for 80 associations and projects in the fields of education, health, medical research, sport and help for the homeless. Sopra Steria regularly carries out joint activities with its customers in support of community projects.

France

In France, the Group has been working with Planète Urgence for several years to organise humanitarian leaves. This enables employees to contribute their skills to projects initiated by local partners in developing countries. The employees undertake a mission during their annual leave and the company finances the costs of these projects. Since its launch, this program has already enabled employees of the Group to carry out around 40 missions, mainly in Africa, Asia and Haiti.

India

In India, vaccination campaigns were conducted in partnership with the Max India Foundation in schools in Pune and Noida and in the surrounding villages. Mobile dental and ophthalmological centres were set up and awareness campaigns for thousands of children were launched in schools. As part of the Swatch Barat campaign and the government program «Clean India», Sopra Steria carried out sanitation and hygiene awareness campaigns and contributed to the establishment of sanitary facilities in schools. The Group also took action in India to support the victims of floods and earthquakes; the employees and subcontractors who were most affected were supported financially.

Spain

In Spain, a collection of food products is organised every year for the benefit of the local Food Bank. This in turn redistributes the proceeds of the collection to charities which help the needy.

Italy

In Italy, many employees, with support from Sopra Steria, organised initiatives to bring financial support to the Parma region following the earthquake that hit the centre of the country in August 2016.

Belgium

In Belgium, the Group has become a sponsor of the Yehudi Menuhin Foundation. This organisation supports projects designed to give a voice to the voiceless, through artistic expression, in particular educational programs for children.

Germany

In Germany, employees redistribute a fraction of their salary to associations, with a matching contribution from Sopra Steria. The employees vote to choose which association will benefit from their donations. Sopra Steria also supports the project Arche by fulfilling the Christmas gift wishes of 80 children.

Poland

In Poland, dedicated fundraising events are organised twice a year to create computer rooms in local orphanages. Both employees and subcontractors take part and five orphanages have already benefited from this initiative. Several volunteers give English lessons to children at the orphanages.

Morocco

In Morocco, community actions are carried out at the initiative of employees, in particular for the benefit of orphans.

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Sopra Steria at a glance

Sopra Steria, a European leader in digital transformation, provides one of the most comprehensive portfolios of end-to-end service offerings on the market: consulting, systems integration, software development, infrastructure management and business process services.

Sopra Steria is trusted by leading private and public-sector organisations to deliver successful transformation programmes that address their most complex and critical business challenges. Combining high quality and performance services, added value and innovation, Sopra Steria enables its clients to make the best use of digital technology.

With 40,000 employees in more than 20 countries, Sopra Steria had revenue of €3.7 billion in 2016.



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