

2006 SOCIAL INDICATORS

Social data refer to the group's worldwide scope and are from companies in which Vivendi holds more than a 50% share, or less than 50% provided that Vivendi has decision-making power.

Social data by business sector are detailed in a separate document, *2006 Statutory Financial Statements - Sociographics - Environmental Policy*, page 37. Data are consolidated at December 31 of the reference year.

	2006 Data	2005 Data	NRE Act	2006 GRI guidelines	Comments or references
Total staff	34,694	34,031	✓	LA 1	The increase in staff is related in part to variations in the group's scope in 2006 due to acquisitions by UMG (Arsenal Music, BG Productions, UMG Rumania, and Vale Music), by Canal+ Group (Optimum Releasing), and by Vivendi Games (High Moon Studios, Secret Lair Studios, Centerscore).
Incoming employees					
New hires	5,056	5,746	✓	LA 1	The notion of hiring varies according to country. Here the number of new employees of all types is shown: temporary hirings, permanent hirings, and student summer jobs, which are considered hirings in the United States.
Temporary hirings	49.7%	48%	✓	LA 1	In order to consolidate this indicator worldwide, we have chosen to consider hirings over 18 months long as permanent and hirings less than 18 months as temporary, which is roughly equivalent to the maximum duration of a temporary work contract in France.
Permanent hirings	50.3%	52%	✓	LA 1	
Temporary hirings (France*)	52%	46%	✓	LA 1	The rate of permanent hirings in France represents the number of permanent contracts (1,161) in the total number of hirings (2,435).
Permanent hirings (France*)	48%	54%	✓	LA 1	
Recruitment difficulties	None	None	✓		None of the subsidiaries have reported any particular difficulties with recruiting over the past two business years.
Outgoing employees					
Staff reductions and departures	4,557	5,232	✓		The figures indicate the number of departures of temporary and permanent employees.
Staff reductions on economic grounds	301	1,255	✓		The number of staff reductions on economic grounds in 2006 decreased sharply compared to 2005. Staff reductions on economic grounds are essentially the result of restructuring operations undertaken in preceding years by UMG, Vivendi Games, and Maroc Telecom. Departures from UMG (72% of total staff reductions in 2006) correspond to the implementation of restructuring programs begun in 2004 and 2005 in Asia-Pacific, the USA, and the UK.
Departures excluding staff reductions on economic grounds	4,256	3,977	✓	LA 2	Reasons for departures were mainly related to: resignation, individual firings, end of fixed-term contract, and retirement.
Staff reduction and employment preservation plans			✓		In France, measures for reclassification and assistance offered to employees affected by restructuring were of several types: internal job mobility through posting of internal vacancies on the Corporate intranet, reclassification leave, training leave to enable employees to increase their qualification level, assistance for employees starting their own businesses, and outplacement services. Vivendi also established reclassification measures for employees outside France where such measures do not exist.
Working week (in hours)					
Average weekly duration - full-time	37.5	37.4	✓		Since approaches to work duration vary from one country to another, the number of hours worked varies as a consequence. The average weekly duration is defined here as the weekly duration most commonly found within the company for full-time employees. Vivendi's French subsidiaries apply the law regarding negotiated reduction of the workweek ("35-hour workweek law"). Differences between weekly and annual duration between 2005 and 2006 are the result of homogenization of definitions within the group.
Annual yearly duration - full-time	1,742	1,753	✓		
Average weekly duration - part-time	27	27	✓		
Annual yearly duration - part-time	1,320	1,335	✓		
Absenteeism (days/employee)	8	11.3	✓	LA 7	Absenteeism is defined as absence on any working day excluding paid vacation time, training days, time off for union activities, special leave, and workweek reduction. At group level, absenteeism was on average 8 days of absence per employee per year (since 2006, this figure no longer includes leaves that suspend the contract, such as sabbaticals, leave for starting a business...). In France it was 14.2 days per employee and per year. This difference can be explained in part by the existence of a company-level agreement on equality at SFR which encourages family leave such as maternity and paternity leave.
Reasons for absence (France*)			✓		In 2006, the majority of working-day absences were for personal reasons (51%) and family reasons (31%) such as maternity and paternity leave, marriage, death, and moving.
Overtime hours	434,999	364,897	✓		Overtime refers to hours beyond the contractual number; in 2006, 82% of overtime was in the United States (64%) and Morocco (18%).
Gender equality					
% of women in the group	38%	38%	✓	LA 13	This figure remained stable between 2005 and 2006, with disparities between entities (the increase in recruiting of women at Canal + Group, Maroc Telecom, and Vivendi's head office and a higher level of recruiting of males at Vivendi Games).
% of women in managerial positions	34%	34%	✓	LA 13	The percentage of women among management personnel and senior executives (at Vivendi's head office and in the group's business units) is specified in the table on page 30.
Disabled persons employed					
	211 employees	187 employees	✓		The definition of a "disabled person" is based on each country's laws. When there are no applicable laws, the definition given in Convention No. 159 of the International Labor Organization is used: "an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognised physical, intellectual or mental impairment." The number of disabled workers in the group increased in 2006, notably due to SFR's ongoing commitment in this area, with the application of the agreement entered into in 2003 and which was renewed in the spring of 2006, aimed at increasing the hiring rate for disabled workers in the company over a period of three years.
Labor relations					
Collective agreements	64	57	✓	LA 4	The new collective agreements entered into in the group in 2006 concern, notably, remunerations (34%) and working conditions (16%). The other agreements concerned social protection, non-discrimination, health, and safety. In 2006, 32 collective agreements were entered into the French subsidiaries.
Number of personnel representatives (France*)	779	879			
Health and safety					
Frequency rate of workplace accidents with lost days	3.2	3.5	✓	LA 7	The frequency rate of workplace accidents diminished significantly between 2005 and 2006. This decrease is the result of the strengthening of safety measures in the Canal+ Group, at Maroc Telecom, and at Vivendi Games. Calculation method: number of workplace accidents with lost days x 1,000/employees x number of hours theoretically worked per year (estimated at 1,750 for the group).
Severity rate of workplace accident with lost days	0.13	0.12	✓	LA 7	The severity rate of workplace accidents with lost days was stable between 2005 and 2006. It should be pointed out that the group's business units are less exposed than companies in certain other sectors (such as construction). Calculation method: number of working days lost x 1,000/employees x number of hours theoretically worked per year (estimated at 1,750 for the group).
Employees trained in safety	5,818	2,504	✓		In 2006, the number of employees trained in safety increased sharply, in particular at SFR and Vivendi Games. SFR employees continued receive training under the "safety awareness" program (two half-day modules) begun in 2005. At Vivendi Games, all personnel who work swing shifts received safety training. In 2006, Vivendi's corporate headquarters also stressed practical training of volunteers (10 persons received first-aid training dispensed by a Red Cross instructor and 26 volunteer "evacuation team" members took part in two evacuation exercises).
Training					
Training expenditure/payroll	2%	2.4%	✓		The percentage of the payroll devoted to training is a widely used indicator in France. Outside France, this indicator is not always calculated in the same manner. For this reason, the indicator used here is total outlay for training compared to payroll. This average does not reflect variations between business sectors – from 0.4% (UMG) to 7.5% (Maroc Telecom). In 2006, Maroc Telecom implemented a campaign to increase employees' awareness of information security and its impact on Maroc Telecom.
Average training duration/number of employees trained	24 hours	30.3 hours	✓	LA 11	The average duration of training is calculated by comparing the total number of hours of training to the number of employees receiving training during the year. With this method, each employee trained counts for one, regardless of the number of training courses taken.
Average training duration/number of employees trained (France*)	29.6 hours	31.5 hours	✓	LA 11	The group's French subsidiaries have a high average training duration per employee trained. The decrease in 2006 is due to a reduction in training for employees affected in 2004 and 2005 by staff reductions in certain entities. In 2006, the number of hours of training at corporate headquarters was the highest in the group, at 52.9 hours; this corresponds to training aimed at increasing job effectiveness given all employees of Vivendi's corporate headquarters (see page 27).

* metropolitan France

2006 SOCIAL INDICATORS (continued)

	2006 Data	2005 Data	NRE Act	2006 GRI guidelines	Comments or references
Social activities					
Social activities (France*)	5,070,117	5,417,791	✓		In France, the notion of social activities includes social and cultural events organized in the company primarily for employees and their families. This notion is difficult to measure worldwide. Each entity is allowed to set its own policy, including the amounts contributed. This indicator is for the group's French companies.
External resources					
Interim employees	5,635	7,268	✓		One person who has been hired several times is counted as many times as there were individual hirings.
Subcontracting	5,149	2,730	✓		The group makes less frequent use of subcontracting than companies with high percentages of manual workers. Work subcontracted in 2006 was mainly in the areas of customer service and technical support related to networks (see page 53 of the separate document <i>2006 Statutory Financial Statements - Sociographics - Environmental Policy</i>).
Territorial impact					
Partnerships and projects	462	367	✓		In 2006, Vivendi increased its participation in partnerships or projects. The group's various entities created partnerships or projects with 462 institutions or associations (UMG: 272; Canal+ Group: 34; SFR: 115; Maroc Telecom: 7; Vivendi Games: 7; Corporate: 27). 87% of the projects in which Vivendi is involved have to do with educational institutions.
Actions to aid development of employment			✓		Vivendi has committed itself before the French public authorities to contribute to creating employment in regions especially impacted by unemployment and industrial restructurings. These commitments apply both to creation of jobs related to Vivendi's business activities (449 jobs created as of 12/31/06) and creation of jobs not related to Vivendi's business activities, in the form of financial support for viable projects for creation or development of companies (1,632 validated jobs and payment of 10 million euros as of 31/12/06) (see page 34).

2006 ENVIRONMENTAL INDICATORS

Environmental data concern the group's worldwide operations and apply to companies which meet specified threshold criteria in terms of environmental impact (number of employees, water and electricity consumption, waste production, etc.)

For information on environmental data for each business unit, see the separate document *2006 Statutory Financial Statements – Sociographics – Environmental Policy*, page 55.

	2006 Data	2005 Data	NRE Act	2006 GRI guidelines	Comments or references
Water consumption (in thousands of cubic meters)	581.8	557	✓	EN 9	The level of water consumption increased by 4.5% in 2006 over the preceding year. This increase is related to growth of the group's business activities.
Electrical energy consumption (in thousand kilowatt-hours)	404,914	363,531	✓	EN 3	Electricity consumption for 2006 is up by 11.4%. This increase is the result of growth of the group's activities, of the acquisition of new entities by Vivendi Games, and finally, of the extension of the scope of reporting of entities of the Canal+ Group: For 2006, data from operational units located in the Overseas Territories and Canal+ Poland have been consolidated.
Use of renewable energy sources (in thousand kilowatt-hours)	1.42	N/A		EN 4	This figure corresponds to the purchase of energy from renewable sources by certain group entities located in the State of California (USA). The figure does not include production of energy from renewable sources or the use of this energy to power telecommunications installations (see page 39).
CO₂ emissions (in millions of kgs)	80.4	74	✓	EN 16, EN 17	Emissions of carbon dioxide resulting from Vivendi's various activities are extremely low. Direct emissions stem from the use of backup generators in case of failure of electrical power or use of convection heating. Indirect emissions stem essentially from electrical consumption (59.9 million kg) and operation of the group's vehicle fleet (18.3 million kg). See the diagram "Source of CO ₂ emissions produced by Vivendi" on the cover fold.
Waste production (in tons)	3,548.8	5,353	✓	EN 22	The amount of waste produced increased slightly in 2006. Below are the details of the categories of waste produced by the group. This means of presentation allows production of waste from electrical and electronic equipment (WEEE) to be identified more precisely.
Hazardous and special waste (in tons)	465.6	N/A		EN 22	This is the inflammable, harmful, toxic, etc. waste generated at the group's sites, as listed in Annexes I and II of Decree no. 2002-540 of April 18, 2002 relative to classification of waste (office consumables, batteries, paint and solvents, oils, etc.)
Non-hazardous waste (in tons)	2,837.1	N/A		EN 22	This is waste generated at the group's sites which is not of a dangerous nature, such as ferrous and non-ferrous metals, paper and cardboard, plastic, rubber, composite materials, wood, glass, and textiles.
Waste from electrical and electronic equipment (WEEE) (in tons)	245.5	N/A		EN 22	This refers to professional WEEE (purchased by a site for its internal use) and household WEEE (placed on the market by a site and whose processing is handled by the site). It includes waste from telecommunications equipment, computer and audiovisual equipment, and lighting equipment.
Measures taken to limit the impacts on biological stability, natural environment, protected species, and wildlife			✓	EN 14	Vivendi's business units have little impact on biological stability, the natural environment, and protected animal and plant species.
Environmental assessment or certification processes undertaken in the area of the environment			✓		In 2000, Vivendi adopted a program of compliance with environmental, health, and workplace safety standards and since implementation of the program has assessed 80 sites to ensure their compliance with the laws and standards in force. Approximately 10 sites are evaluated each year. Group companies are encouraged to obtain the appropriate environmental certifications, and in particular EMAS and ISO 14001 certifications. In late 2006, SFR obtained ISO 14001 certification of its environmental management system for three pilot sites: two strategic technical sites and one tertiary site. Vivendi's corporate headquarters began the process of EMAS assessment in 2007 (see page 37).
Measures taken to ensure compliance of the company's activities with environmental regulation and legislation			✓		Vivendi has implemented a comprehensive program for ensuring the compliance of its business activities with applicable legislative and regulatory provisions regarding the environment, health, and safety. At all major sites, an employee is in charge of environmental affairs. This representative is given appropriate training consistent with his or her responsibilities. Vivendi has implemented eighteen environmental measures based on the ISO 14001 standards, giving precise directives for compliance with the group's environmental regulations and standards.
Company expenditures for prevention of environmental impacts	0.98 million euros	1.35 million euros	✓	EN 30	The figure includes internal programs, surveillance of activities in the group's companies, and expenditures related to environmental protection at each operational site.
Existence within the company of internal environmental management staff, training and information on environmental issues for employees, resources devoted to the reduction of environmental risks, as well as a procedure to manage environment-related accidents which have a consequence outside the company	Corporate (Paris head office and New York office): 1 Business units: 8	Corporate (Paris head office and New York office): 2 Business units: 6	✓		A Vice-President for Environmental Affairs, Health and Safety, who reports to Vivendi's General Counsel, is in charge of setting internal rules and procedures related to environmental and health and safety issues as well as organization of control and inspection of its sites around the world. He is a graduate engineer in environmental techniques who has professional certifications. The group has departments in charge of environmental, health, and safety matters. They currently include engineers, health specialists, consultants, and safety specialists. Each major site has an employee in charge of environmental, health, and safety matters. At each major site, a team is in place for intervening in case of accidents or releases of substances that could be harmful to the environment. These teams work closely with local emergency teams, and in particular firefighters. Three times per year, Vivendi's Sustainable Development Department brings together representatives of the business units and the Corporate departments to increase their knowledge and awareness of the group's environmental commitments.
Amount of environmental risk provisions and guarantees except in the case where this information may prejudice the company in a current dispute or lawsuit			✓		In 2006, no Vivendi site or company booked provisions or guarantees for environment-related risks.
Amount of compensation paid during the financial year arising from a court ruling relating to environmental matters and the actions undertaken to repair environmental damage			✓	EN 28	In 2006, Vivendi received no notifications from a regulatory agency alleging lack of compliance with environmental, health, and safety requirements at any of its operational sites.