

The Ecological Transformation Trophies

Veolia 2021 Ecological transformation Trophies

Rules for Veolia Group student non-interns/non-apprentices

The Ecological transformation Trophies (formerly known as the Performance Trophies) is an annual competition that rewards the best end-of-study work or projects presented by one or more students at the end of their studies, the subject of which deals with areas related to Veolia's expertise: Water, Energy, Recycling and Waste Recovery.

The following articles define the rules of the competition for students who are non-interns, non-apprentices or non-work-study students within the Veolia Group.

The organiser is Veolia Environnement SA, a French public limited company (*société anonyme*) with a share capital of 2,893,056,810 euros, whose registered office is located at 21, rue La Boétie 75008 Paris, registered in the Paris Trade and Companies' Register under number 403 210 032, which organises the Vote (hereinafter referred to as "Veolia").

ARTICLE 1 - ELIGIBLE WORK

Work "eligible" for the competition must be work carried out by one or more students (maximum 3 students) in the final year of a course of study at **BAC +5** (Baccalaureate +5 years) level (European standard) for the academic year 2020-2021, and in particular end-of-study dissertations, end-of-study projects (PFE - *projets de fin d'études*), end-of-study works (TFE - *travaux de fin d'études*), community non-profit projects, "entrepreneurial" projects.

Work written within the framework of the Professional Master's degree "Management and Engineering of Environmental Management Services" of the CFA Institut de l'Environnement Urbain (Urban Environment Institute) is not eligible for the Ecological transformation Trophies.

ARTICLE 2 - TOPICS COVERED

The topics covered in the work should be related to and/or applied to:

- one of the Veolia Group's areas of expertise: environmental management services for industry and local authorities, innovative solutions for water, wastewater services and waste processing, as well as in the energy sector.
- one of the business functions: purchasing/procurement, insurance, sales/customer management, communication/public relations, finance/management/accounting, project management, IT, legal, quality, knowledge management, marketing, human resources, training, skills management, corporate social responsibility.

ARTICLE 3 - PARTICIPATION TERMS

The competition is divided into three stages as described below.

First step: registration

Registrations can be made via the dedicated website:

<https://www.veolia.com/en/careers/ecological-transformation-trophies>

The applicant and/or group of applicants (maximum 3 student co-authors) fills in an online application form after reading and accepting the rules. Co-authors must be students working on the same project.

The application form shall contain the following information:

- last name(s), first name(s) of applicant(s), contact details,
- degree course and name of the institution (specialism studied),
- Academic Supervisor (University or College): last name, first name, contact details,
- internship supervisor (company): last name, first name, contact details,
- internship location,
- topic chosen and justified from the selected category: Fighting climate change, Treating pollution, optimising resources and improving quality of life.

The closing date for applications is **31 July 2021**.

Entries sent after the closing date will be considered invalid.

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Only works whose applications comply with the provisions of the Rules will be considered in the next stage of the competition.

The list of successful applicants for the second stage will be announced in **early August 2021** via the dedicated webpage.

Second stage: selection by the reading committee

In order to participate in this second stage of the Ecological transformation Trophies, candidates must send the final version of their work and the summary sheet before **31 August 2021** to the following e-mail address trophees-transformation-ecologique.ve@veolia.com

The summary sheet can be downloaded from the dedicated website. It allows the candidate(s) to summarise his/her/their work, to explain his/her/their results and the innovative features of his/her/their study. This will be given special consideration in the reading committee, and will help to draw attention to the work. The categories mentioned on the summary sheet are mandatory even if its layout is free.

The reading committee composed of Veolia Group representatives (human resources, researchers, experts) will meet in **September 2021**. It selects 24 pieces of work.

The list of pieces of work selected by the Ecological transformation Trophies reading committee to participate in the third stage will be published on the dedicated webpage in **early October 2021**.

Third stage: the oral presentations

Candidates present and defend their work before a panel (see article 5) in **late October or early November 2021** at Veolia's headquarters: 30 rue Madeleine Vionnet, Aubervilliers (93300), or remotely, depending on geographical or health constraints.

Candidates have 20 minutes to present their work. An exchange of views with the Judging Panel will follow. It will not exceed 10 minutes.

Oral presentations may be given in French or English, as the candidates choose.

ARTICLE 4 - SELECTION AND EVALUATION CRITERIA

The choice of these criteria was dictated by the desire to combine the scientific and/or technical qualities of the work with the commitment and communication skills of the candidates:

- the practicality (realism and feasibility) of the proposed solutions;
- the innovative nature (novelty, originality of the vision and/or approach presented by the applicant): innovative problem, new tool, new implementation, process innovation, etc.;
- the quality of the presentation to the Judging Panel and the ability to communicate and present the conclusions clearly and verbally within the time limit;
- the quality of the documents submitted (summary sheet and dissertation);
- the maturity of thought in relation to the state of knowledge of the subject and the logic of the reasoning;
- the linking of the subject matter to the 4 categories: Combating climate change, dealing with pollution, optimising resources and improving quality of life.

ARTICLE 5 - JUDGING PANELS

There is one Judging Panel per category:

- Fighting climate change Judging Panel
- Treating pollution Judging Panel
- Optimising resources Judging Panel
- Improving the quality of life Judging Panel

Each Judging Panel of the Ecological transformation Trophies is composed of Veolia Group managers/experts: operational manager, R&D, human resources, sales/marketing, sustainable development, communication, etc.

ARTICLE 6 - CONFIDENTIALITY

Any confidentiality issues must be brought to the attention of the relevant Judging Panel beforehand.

Limitations related to the confidentiality of the work should not hinder the understanding of the project or reduce it to a statement. Veolia and the members of the Judging Panels undertake to respect the confidentiality of the documents provided to them.

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ARTICLE 7 - INTELLECTUAL PROPERTY

Applicants declare that they are the originators and owners of the work presented in the application forms and guarantee Veolia against any action by third parties.

Veolia does not claim any rights whatsoever in the work carried out by the candidates.

ARTICLE 8 - PRIZES

Each year, four Trophies are made to students who have completed their internship within the Veolia Group:

- The "Fighting Climate Change" Trophies recognises the best work in a field related to energy efficiency and emissions reduction, adaptation to climate change.
- The "Treating Pollution" Trophies recognises the best work in a field related to water pollution, soil pollution, air pollution, plastic pollution or hazardous waste processing.
- The "Optimising Resources" Trophies recognises the best work in a field related to the water cycle, smart city, household waste processing, circular economy or energy efficiency.
- The "Improving Quality of Life" award recognises the best work in a field related to health (indoor air quality, Covid and wastewater, wastewater and drug residues, etc.), biodiversity (urban agriculture, SEDIF zero phyto, eco-neighbourhoods, wastewater treatment by plants and aquaculture), food (aquaculture, waste to animal protein, etc.), inclusion and solidarity (access to water services for all, social entrepreneurship incubator, *tiers-lieu* (community spaces) x, consumer relations, etc.)

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Prize to the winner(s):

Each Judging Panel meets to deliberate and select the winning student or group of students in their category who are awarded as follows:

- a bicycle (electric, mechanical) and equipment (anti-theft device, helmet, pannier, rain gear, etc.) to be chosen from the network of Zenride's partner shops, up to a value of €1,800, in the form of a non-exchangeable and non-refundable credit note valid from 1 January 2022 to 31 December 2022.

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Where the winner of a category is a group of students, the trophies to be divided in the form of several assets among the students of the project group.

The prize may not be claimed in any other form than that provided for in these Rules.

Veolia reserves the right to replace the prize with another item of the same value and with similar characteristics, if circumstances so require (in particular in the event of theft, deterioration or failure to meet delivery deadlines), without the winners being able to object. Winners will be kept informed of any changes.

College/university trophies:

The college/university of the successful candidate(s) receives a sum of 3,000 euros in apprenticeship tax, which is given to the Director of the institution or the Director of the training department to support the development of the courses provided.

ARTICLE 9 - PUBLICATION OF THE 2021 PRIZE LIST

The results of the competition and the identity of the winners will be communicated on the dedicated website in **November 2021**.

Please note: the exact dates of the different stages will be published in September on the Veolia.com website

ARTICLE 10 - OFFICIAL PRESENTATION OF TROPHIES

The winners and representatives of the winning universities and colleges will be invited to the official Ecological transformation Trophies in **December 2021** at Veolia headquarters or remotely, depending on geographical or health constraints.

ARTICLE 11 - SUBMISSION OF THE RULES

The Rules have been submitted to Scp Audrant-Biche, Huissiers de Justice, 156 rue Montmartre 75002 Paris.

A translation of the rules into English has been prepared and is available on the Ecological transformation Trophies website.

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ARTICLE 12 - PERSONAL DATA

In order to organise the Trophies, Veolia collects the last name, first name, postal and e-mail address, degrees and diplomas and photo of each candidate and/or group of candidates.

In addition, Veolia collects the last name, first name, work postal and e-mail addresses of the academic supervisor (university or school) and the internship supervisor (company). **The candidate and/or the group of candidates shall communicate these rules to the academic supervisor and the internship supervisor and bring this article to their attention.**

This data is processed under the responsibility of Veolia and based on these rules to which candidates shall adhere by voluntarily participating in the Trophies. The data is intended for Veolia and can be consulted by employees in all countries where the Veolia group operates, which the candidates accept. The processing does not involve any further transfer of data outside the European Union, unless agreed by the applicants concerned; however, it may be provided to third party service providers for hosting, storage, communication, database management or IT maintenance purposes.

The data are kept as long as the candidate/academic supervisor/internship supervisor does not request their deletion.

Each candidate/academic supervisor/internship supervisor has, within the limits provided for by law, a right of access, rectification, portability or deletion and a right to limit his/her personal data. He/she also has the right to send Veolia special instructions on what to do with his/her personal data after his/her death. To exercise these rights, the candidate/academic supervisor/internship supervisor can send a request by e-mail to trophees-transformation-ecologique.ve@veolia.com. If, following this contact, they feel that their rights are not being respected, they can send an email to dpo.vesa@veolia.com and contact the CNIL (French personal data protection authority) via its website www.cnil.fr.

ARTICLE 13 - IMAGE RIGHTS

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The candidate and/or the group of candidates authorises Veolia and its subsidiaries to use the photo(s) representing his/her image(s) taken in the context of the Trophies.

The use by Veolia and its subsidiaries may be made on all media, in particular digital media (on the www.veolia.com website, the social networks LinkedIn, Twitter, Facebook and Instagram), audiovisual or paper (for possible exhibitions on the premises of Veolia and Veolia group subsidiaries), in the context of and for the needs of their internal or external communication, without limitation as to the size of the print run or the number of broadcasts.

The photographs may be distributed directly in their original form or in part, modified or adapted in any way.

Under no circumstances may the photographs be used to illustrate content that is contrary to laws and regulations.

This authorisation is granted free of charge, for the whole world, for 2 years. It may also be revoked for new uses after revocation, for just cause, after a period of 1 year from the date on which the Competitor accepted the Rules, by writing to the following address: Veolia - Young Talent Unit - for the attention of Ms Caroline Geoffrois-30, rue Madeleine Vionnet - 93300 Aubervilliers - France.

ARTICLE 14 - VEOLIA'S LIABILITY

Veolia shall not be liable in any way if it decides to cancel, shorten, extend, postpone or modify the conditions or dates of this competition.

ARTICLE 15 - LAW AND JURISDICTION

The rules are subject to French law. Any dispute or claim will be dealt with only by the courts of Paris.