

PERFORMANCES

Social indicators*

	2015	2014
Headcount		
Total workforce	27,834	29,591
% of women (out of total workforce)	23.2%	23.1%
% of managers (out of total workforce)	19.6%	17.8%
% of employees with Fixed Term Contracts	2.7%	2.4%
Average age of employees (Fixed Term and Unlimited Contracts)	42.8 years	42.8 years
Total number of outside recruitments	3,970	4,166
Turnover	14.2%	13.8%
Work organization		
Absenteeism rate	3.1%	2.8%
Training		
Number of employees trained during the year	15,395	16,568
Diversity		
% of employees reporting handicap (out of total workforce)	1%	0.9%
Health & safety		
Frequency rate (per million working hours)	6.6	6.1
Severity rate (for 1,000 working hours)	0.24	0.17
% of employees trained in safety (out of total workforce)	43%	42%
Employee shareholding		
% of the share capital held by employees or former employees in the context of the employee shareholding plans	0.45%	0.48%

*For further details on the scope, see paragraph 4.1.7 "Note on methodology" in Rexel's 2015 Registration Document.

Environmental indicators

Indicators	Unit	2015	2015*	2014*	Variation
CONSUMPTION OF RESOURCES					
Energy consumption	MWh	329,369	329,337	341,855	-3.7%
Electricity consumption	MWh	160,502	160,471	161,038	-0.4%
Gas consumption	MWh PCS	147,806	147,806	157,915	-6.4%
Fuel consumption	MWh PCS	9,531	9,531	11,177	-14.7%
Water consumption	m ³	372,251	344,110	382,123	-9.9%
Packaging consumption, including:	Tons	12,488	11,732	12,303	-4.6%
Cardboard	Tons	4,762	4,540	4,335	+4.7%
Plastics	Tons	754	728	777	-6.3%
Wood	Tons	6,563	6,058	6,686	-9.4%
Paper consumption, including:	Tons	2,737	2,737	2,987	-8.4%
Commercial paper	Tons	1,365	1,365	1,563	-12.7%
WASTE					
Quantity of waste generated	Tons	25,739	25,198	24,672	+2.1%
Total quantity of waste recovered	Tons	15,825	15,655	15,343	+2.0%
Recovery rate	%	61.5	62.1	62.2	-0.1pt
GREENHOUSE GAS EMISSIONS					
Scope 1 direct emissions	TCO ₂ e	77,905	77,892	79,426	-1.9%
Emissions related to on-site energy combustion	TCO ₂ e	29,986	29,986	33,474	-10.4%
Emissions related to the transportation of products by the internal fleet	TCO ₂ e	20,556	20,556	18,919	+8.6%
Emissions related to business travel by company cars	TCO ₂ e	27,363	27,350	27,032	+1.2%
Scope 2 indirect emissions	TCO ₂ e	45,379	45,357	46,464	-2.4%
Emissions related to the production of purchased and consumed electricity	TCO ₂ e	42,834	42,812	43,636	-1.9%
Emissions related to the production of purchased and consumed heat	TCO ₂ e	2,545	2,545	2,828	-10.0%
SALES OF ENERGY EFFICIENCY AND RENEWABLE ENERGY SOLUTIONS					
Sales of energy efficiency solutions	M€	-	1,135	1,068	+7.3%
Sales of photovoltaic solutions	M€	-	230	231	-0.3%
Sales of the wind market	M€	-	129	117	+10.1%

*On a like-for-like basis. For further details on the scopes, see paragraph 4.3.5 "Note on methodology and summary table" in Rexel's 2015 Registration Document.