

Initiatives to Help Underprivileged Young People in France

1. **In 2004, Total signed France's Diversity Charter**, which seeks to combat discrimination based on ethnic origin, disability, age, gender, religion or sexual orientation.
2. In 2005, **one-quarter of all fixed-term/permanent contract hires in the Paris area were young men and women of non-French cultural background or nationality** (according to an internal survey of last names). The percentage is the same for Total internships and work-study programs.
3. **The Proseca and Argedis service station management subsidiaries provide significant opportunities to young people of immigrant descent by:**
 - i. Hiring people without formal qualifications,
 - ii. Most of whom come from immigrant backgrounds.

Of the 2,500 or so people hired under permanent contracts by Total in France (managed scope), nearly 1,000 are employed by Argedis and Proseca. Of these, more than 75% are first or second-generation immigrants, reflecting the principles set out in the Diversity Charter. A large percentage of them have no prior experience and undergo in-house training (70% of all station managers are promoted internally).

Proseca manages 260 service stations and Argedis manages the Group's 130 highway outlets in France.

4. In 2005 and 2006, Total financed a €10,000 scholarship awarded by the **Promotion des Talents association**, which helps high school graduates from low-income families or disadvantaged backgrounds in mainland France and French overseas departments and territories pursue higher education and realize their career aspirations.
5. **In partnership with Paris Institut des Etudes Politiques, Total is participating in the CEP priority access scheme to help students from poor suburbs overcome social and cultural barriers and attend a specialized institute of higher education.** In addition to providing €20,000 a year for a period of three years, Total is also involved in jury deliberations, student orientation and mentoring.
6. **External initiatives**

Apart from implementing a non-discriminatory hiring policy, Total supports various visible minority initiatives to prevent employment discrimination against young graduates on the basis of name, nationality or ethnic/social origin.

We back employment and diversity initiatives conducted by *IMS-Entreprendre pour la Cité*, an organization devoted to promoting innovative outreach by business, and *Association pour Faciliter l'Insertion Professionnelle des Jeunes Diplômés* (AFIJ), which helps recent graduates.

Total provides a list of job offers for positions that require a high school diploma and two to five years of post-secondary education to the associations, who look for qualified applicants. We also participate in employment/diversity forums to meet young people from minority backgrounds.

We attended three such job fairs in 2005, meeting nearly 200 applicants, of whom four have since been hired under a permanent contract.

7. Total Regional Development is providing assistance to five companies that help young people to find jobs:

- *La Table de Cana* (Marseille + Paris) ➤ food services.
- DHYAD (Nord-Pas-de-Calais department) ➤ drivers.
- *Main Forte* (Nord-Pas-de-Calais department) ➤ gardening and other services.
- *Solidarité 58* (Nevers) ➤ metalworking.
- STEP (Pau) ➤ corporate services.

8. Apprenticeship tax

As part of our program to help young people with problems at school, our Human Resources Department this year decided to earmark a substantial portion of its €125,000 apprenticeship tax to:

- Schools with special projects to help disadvantaged students and dropouts.
- Schools lacking facilities for the disabled.
- Apprentice training centers in need of funds.

The following projects were among the 19 chosen from a number of applications:

- A guided-visit program to four historic or cultural sites in the Paris area (the St. Denis Basilica, the Pantheon, the Arab World Institute and the Museum of Jewish Art and History) to develop the civic engagement of young people out of school for at least two years.
- A vocational program aimed at providing new opportunities to underperforming students. One project involves a field trip to a Romanian construction site, where students can apply what they learned at school in a new environment, acquire skills in building and food service and learn to work in a team, adapt to conditions and show initiative.
- A project focused on training disabled youth or providing young people in dire economic circumstances with material necessities like childcare accessories or maintenance products and equipment.
- A photovoltaic project for academically deficient youth, involving the participation of students and teachers from vocational schools specialized in electrical installation and maintenance.
- A program to help underperforming students under 16 acquire the basic skills and knowledge needed to pursue vocational training.
- A program for high school dropouts that would propose a radically different approach to learning. Emphasis is placed on personal skills within the program and separate training modules.