2016 was another year of sustained and healthy growth for Artelia. Our Group continued to develop and increased its turnover by 8%, in spite of an uncertain international context and the absence of any external growth operations this year.

Thanks to the efforts of its management and the commitment of all of its employees, Artelia maintained its level of profitability and significantly strengthened its financial base while substantially reducing its debt.

This progress puts the Group in an excellent position to seize development opportunities - particularly in regard to external growth, which remains a Group priority.

The governance structure put in place over the last three years is continuing to demonstrate its soundness and the various bodies that constitute it - the Board of Directors, the Co-Presidents, and the Chief Executive Officer and his team - played their respective roles effectively and harmoniously in 2016, thus contributing to our fine overall performance.

This past year at last saw the validity of our shareholding model being confirmed: the process of renewing Artelia’s internal shareholders continued in excellent conditions, and there is every indication that this will continue in the next few years.

To sum up, 2016 was a year of consolidating and preparing for the future. We are convinced that all the actions undertaken in 2016 will be highly positive for Artelia’s clients and employees in the years to come.

Alain Bentéjac & Jacques Gaillard
CO-PRESIDENTS

Passion and Solutions, more than ever...

The professionalism, commitment and team spirit of Artelia’s 4000 employees made the essential difference once again, 2016 confirmed the trends of the five previous years, with the recruitment of nearly 800 men and women world-wide, significant growth in activity, a solid backlog of orders equivalent to 19 months’ work, and consolidated profitability with operating income of 17.7 million euros. This progress was driven in particular by “turnkey” type services in the fields of building construction, industrial facilities and infrastructure, which accounted for more than 10% of the Group’s turnover for the first time.

In addition, our ability to innovate was recognised through the Industry prize in the French National Engineering Awards, awarded for the design of a dynamic test bench for the Lille Metro - a world first. Innovation, one of Artelia’s founding values, also features prominently in the Group’s original talent development scheme rolled out in 2016, the Artelia Way, which aims to enhance Artelia’s position as an agile international engineering firm that encourages learning and creativity.

The development of the Group’s international activity, which represents nearly a third of its turnover, remains more than ever a priority in spite of the ongoing unpredictable global context, as shown by the turbulence on the Brazilian and Middle Eastern markets. In 2016 we began thinking strategically about steps we can take to boost growth outside France, while remaining highly selective in our choices of geographical area and the risks that we take. The exemplary success of our Italian subsidiary, the vigorous expansion of our network in Asia (Vietnam, Thailand and the Philippines in particular) and the highly promising start for our new subsidiary in Ivory Coast are concrete examples of this ambitious yet carefully managed strategy.

In 2016 Artelia stepped up its commitment to social issues, reflected in the tenth anniversary of the Artelia Foundation: a decade of financial contributions from the Group but also, and most importantly, of skills donated voluntarily by Artelia staff members to associations and NGOs operating in France, Africa and Asia.

Our ambition is to draw on these successes to consolidate our position as France’s leading independent engineering firm, and to stand out among Europe’s major multi-disciplinary engineering companies. In working to achieve this, we will strive each day to preserve our agility and our ability to anticipate and adapt. Each day we will live out the promise - “Passion & Solutions” - which reflects our total commitment to our clients’ success.

Enjoy the journey as you read about our projects!

Benoît Clocheret
CHIEF EXECUTIVE OFFICER

CO-PRESIDENTS

Benjamin Benoît Bentéjac & Jacques Gaillard

Contents

<table>
<thead>
<tr>
<th>Group</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Editorial</td>
<td>1</td>
</tr>
<tr>
<td>Governance</td>
<td>2</td>
</tr>
<tr>
<td>Key figures</td>
<td>4</td>
</tr>
<tr>
<td>International strategy</td>
<td>6</td>
</tr>
</tbody>
</table>

Success for your projects

<table>
<thead>
<tr>
<th>Water &amp; regional development</th>
<th>Building construction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy</td>
<td>Industrial facilities</td>
</tr>
<tr>
<td>Urban development &amp; transportation</td>
<td>Multi-site projects</td>
</tr>
</tbody>
</table>

A responsible partner

| The Artelia Way | 58 |
| Ethics and performance | 60 |
| Health, safety and security | 61 |
| 10th anniversary of the Artelia Foundation | 62 |
**Key figures**

At 31 December 2016

**TURNOVER**

€439M

+8% Change on 2015

54% Private-sector clients

**GEOGRAPHICAL BREAKDOWN OF TURNOVER OUTSIDE FRANCE**

- **Europe**: 44%
- **Americas**: 19%
- **Asia**: 30%
- **Africa**: 20%
- **Middle East**: 4%

**BACKLOG OF ORDERS**

19 MONTHS of T/O

**OPERATING INCOME**

€17.7M

**CAPITAL HELD BY MANAGERS AND EMPLOYEES**

- **SHAREHOLDER MANAGERS**: 96.7%
- **EMployees (VIA THE SHAREHOLDING PLAN (FCPE))**: 3.3%

**BREAKDOWN OF CAPITAL**

- Presidents, executives and managers: 85.4%
- Employees via FCPE: 11.3%
- CMCIC Capital Investissement SCR: 3.3%
Artelia Italia
An exemplary success

Following the acquisition of Intertecno, Artelia Italia has carved out a place for itself as one of Italy’s leading project management and engineering firms. It operates mainly in the fields of building construction, energy, the environment and multi-site services, and is participating in a number of prestigious commercial building and hospitality projects. It is acting as technical partner and real-estate investment manager on behalf of several international groups. It is also developing a range of energy efficiency-related services in collaboration with ENI, Italy’s biggest energy company.

Artelia Italia now has nearly 250 employees, generates turnover of approximately 25 million euros and has a substantial backlog of orders. The subsidiary is also liaising closely with the Group to develop its international project portfolio, through operations in countries including Qatar, Iran, Switzerland and Libya.

Our international development policy is continuing to bear fruit, both through the assignments we perform from France and through our network of offices around the world. In 2016 we consolidated our subsidiaries and focused our efforts on Europe, Africa, Asia and the Middle East. Our goal is to have several strategic subsidiaries with world-class expertise occupying a leading position on their domestic market while also being capable of accompanying clients in other countries.

Strong growth for Artelia Vietnam

Our strategic subsidiary in Vietnam, which was founded in 2007, saw particularly strong growth this year. Its workforce exceeded the 500 mark and its engineering expertise was consolidated, enabling it to expand into new fields of activity. Artelia Vietnam specialises in large-scale residential and mixed-purpose real-estate operations, and is currently involved in nearly 80 high-rise building projects. At the same time it is expanding into the industry, healthcare and hospitality sectors. Artelia Vietnam is also accompanying the Group’s expansion into other Asian countries including Cambodia, Myanmar, the Philippines, Singapore and Thailand.

A promising start in Ivory Coast

Artelia’s newest subsidiary, which came into being in July 2016, is already contributing to a number of strategically important projects in the country: widening of the river mouth in Grand Bassam, a new LNG regasification terminal in the port of Abidjan, Tiassale dam, Yopougon market, and a Nexans production plant. One of its ambitions is to participate in the National Development Plan announced by President Alassane Ouattara with the goal of making Ivory Coast an emerging country by 2020.
Water & regional development
12 Water resources
13 Natural hazards
14 Maritime infrastructure
15 Maritime and inland navigation
16 Coasts
17 Preparing for tomorrow

Energy
20 Hydropower
21 Other renewables
22 Interconnection and hybrid energy systems
23 Preparing for tomorrow

Urban development & transportation
24 Urban redevelopment
26 Urban infrastructure
28 Urban mobility
30 Road and rail transport
32 Preparing for tomorrow

Building construction
38 Commercial and residential property
39 Healthcare facilities
40 Hospitality and leisure
41 Public buildings
42 Mixed-use development projects
43 Preparing for tomorrow

Industrial facilities
46 Production and logistics
47 Environmental assistance
48 High-tech and clean room projects
49 Preparing for tomorrow

Multi-site projects
52 Agencies and sales outlets
53 Car dealerships
54 Fuel distribution
55 Preparing for tomorrow

ADVISING, DESIGNING, MANAGING AND INNOVATING TO ENSURE
success for your projects
Truly pertinent solutions

Large-scale hydropower, one of Artenia’s core areas of expertise, has entered a new period of strong growth in recent years. The Group has decades of experience in issues relating to resource management, flood control, sedimentation and erosion prevention, and the development of maritime and inland waterway transport. Today, however, these issues must be addressed in light of the transformations that will be brought about by climate change. Incorporating this dimension and proposing solutions – often covering vast areas stretching beyond national borders – is central to our assignments. This approach involves mobilising multi-disciplinary expertise and developing ever more complex tools, especially in the field of modelling. This also touches on the very essence of our work, which consists in developing regions and improving safety and living conditions for the communities within them as we perform the projects entrusted to us by our clients.

Marc Giroussens
Managing Director
ARTELIA Eau & Environnement

AT THE HEART OF THE KEY ISSUE OF WATER RESOURCES

Bagatelle dam (Mauritius) - Senegal river basin - Aquifers of Ivory Coast - Roi de Mâeux dam (France) - Bwanga irrigation scheme and dam (Malawi) - Access to water in Sélékou (Senegal) - Lake Kivu and Rusizi River basin (Rwanda) - Atlas of water resources, irrigation & drainage in Burundi - Integrated resource management in Rwanda - Restoration of aquatic habitats in the Canal de Miribel (France) - Impact of pesticides on water quality ...

RARE EXPERTISE IN THE FIELD OF FLOOD RISKS

Modelling of the river Seine and its tributaries (France) - Flood risks for the Lyon-Turin HSR line (France/Italy) - Business continuity flood assessment for SNCF (France) - Nou Fula flood protection dam (Oman) - Vulnerability of heritage assets in the Loire river basin (France) - Flood risk culture in the Greater Paris area (France) - FLOODrisk 2016 symposium ...

A WORLD LEADER IN MARITIME ENGINEERING

Extension of Port-La Nouvelle (France) - Pointe des Grives container terminal (Martinique, France) - La Mer marina (Dubai) - Extension of La Cotinière fishing harbour (France) - New port of Dili (East Timor) - Extension of Port Est container terminal (Réunion Island, France) - Ports of Safi, Agadir and Laâyoune (Morocco) ...

A BENCHMARK COMMITMENT TO INLAND NAVIGATION

Navigation on Lake Tanganyika (Africa) - Navigation on the Congo river - Asset inventory for VNF (France) - Vives Eaux mobile dam (France) - Re-balancing of the Loire river bed (France) - Widening of the river Dizzas- Seine-Nord Europe Canal (France) - Gironde estuary dredging (France) - Restoration of the canal Saint-Martin in Paris (France) ...

AN INNOVATIVE APPROACH TO COASTAL ISSUES

Prevention of coastal erosion in Togo - Sensitivity to erosion of the Aquitaine coast (France) - Widening of the Croisette beaches in Cannes (France) - Beach nourishment in La Baule (France) - Preservation of the hypocaust at Saint Martin’s church in Moissac (France) - Modelling of the Rhône delta in Lake Geneva (Switzerland) ...
FILLING OF BAGATELLE DAM RESERVOIR | MAURITIUS

At the end of December 2016, following five years of works, the filling of Bagatelle dam reservoir was able to begin. This dam is 2.5 km long and 47 m high, and comprises two earth wings and a rockfill central section. It is equipped with a 50 m high concrete tower that acts as a water intake and a morning glory-type spillway. With this scheme the Ministry of Energy and Public Services intends to significantly improve water supplies to the capital and the surrounding areas.

Assignment: validation of detailed design study and working design; supervision of the works

VULNERABILITY ASSESSMENT OF THE SENEGAL RIVER BASIN

Faced with the challenge of conflicting water uses, the Senegal River Basin Development Organisation (OMSV) is adopting a participative approach to optimise resources within the basin. It has commissioned Artilia to perform an in-depth audit to gain a greater understanding of the current and future impacts of climate change.

Assignment: vulnerability assessment, definition of an operational plan

CONSERVATION OF AQUIFERS | IVORY COAST

The national drinking water agency (SNIPV) wishes to roll out a system to monitor and protect the aquifers of Abidjan, Dabou andBonou, which are strategic sources of water for the capital and the towns in the surrounding district. Following an audit of the current situation a piezometric observation and warning system will be set up along with an institutional management tool.

Assignment: technical assistance

FLOOD RISK ASSESSMENT FOR THE LYON-TURIN HSR LINE | FRANCE

The section of the future high-speed rail line passing through the town of Saint-Jean-de-Maurienne is liable to be flooded in the event of a breach on the embankments that protect it. A numerical model study of this risk was performed on behalf of the project developer, TELT (Tunnel Euralpin Lyon Turin).

Assignment: implementation of the hydraulic model study

NEW FULAIJ DAM, TO PROVIDE PROTECTION FROM FLOODS | OMAN

Following the damage caused in the city of Sur by two cyclones in 2007 and 2010, the Omani authorities decided to build New Fulaij flood protection dam (L: 1240 m; H: 30 m) and to canalise the main bed of the water course (9 km).

Assignment: project design study, supervision of dam construction works

Anticipating and adapting to the impacts of climate change

Whether it is considered from the angle of resources or of flood risks, water is a vital issue and an area in which we have been working for nearly 80 years. Our vast expertise, which we are still constantly building, today equips us to help governments and local authorities assess the impacts of climate change and plan and implement schemes to mitigate them.

Guillaume Prudent Richard - Project Director - Dams, Hydropower and Infrastructure
Renewing infrastructure to optimise traffic flows

Maritime and inland navigation plays a key role within the highly competitive transport sector, and is undergoing profound changes. Artelia participates actively in the transformation of ports and waterways in order to enhance their performance and make them more sustainable.

Alain Deforche - Deputy Managing Director, ARTELIA Eau & Environnement

Maritime and inland navigation

STUDY OF THE TWO MAIN PORTS ON LAKE TANGANYIKA | AFRICA

Lake Tanganyika is a genuine inland sea and a major transportation route for Burundi, Tanzania, the Democratic Republic of the Congo and Zambia. An assessment has been launched with a view to developing this important corridor, with African Development Bank funding. In this framework, Artelia is studying the current situation and the possibilities for extending the two main ports on the lake:

- Bujumbura in Burundi and Mpulungu in Zambia, 650 km further to the south.

Assignment: technical, economic, social and environmental study

EXTENSION OF PORT-LA NOUVELLE | FRANCE

The regional, district and municipal authorities have decided to implement the project to extend Port-La Nouvelle harbour, the studies for which had been launched in 2012. The development of a 70 ha basin capable of accommodating larger ships (with a 14.5 m draft); the upgrading of the terminals (hydrocarbons, liquid and dry bulk) and the creation of an industrial area with rail connections will significantly enhance the appeal of this port, which is also set to host an offshore wind farm.

Assignment: complete design studies and construction supervision

POINTE DES GRIVES CONTAINER TERMINAL | MARTINIQUE, FRANCE

The extension of this terminal, in conjunction with the project to increase the capacity of the Panama Canal, presents a complex challenge due to the seismic characteristics of the site. The project was implemented following thorough geotechnical studies and the installation of instrumentation to monitor the works, in close liaison with the port authority (GPMLM).

Percentage: design and construction supervision

LA MER MARINA | DUBAI

Artelia has been awarded a new maritime engineering contract in the framework of the La Mer development in Dubai. The assignment consists in creating a marina capable of accommodating 150 boats in a beachfront area comprising three hotels, a yacht club, retail space and residential properties.

Assignment: technical, economic, social and environmental study

EXTENSION OF LA COTINIÈRE FISHING HARBOUR | FRANCE

Performed in the framework of a PPP with Vinci acting as lead firm, this extension comprises the creation of new port facilities, a car park, roads and an area accommodating the fish trade and auction facilities. Artelia has been appointed to design the development works and has begun drawing up the statutory files.

Assignment: lead firm in the design consortium

RELAUNCHING NAVIGATION ON THE CONGO RIVER | DEMOCRATIC REPUBLIC OF THE CONGO

With support from the European Union, the DRC authorities are looking to give a new boost to navigation on the Congo river and have commissioned Artelia to perform a hydraulic study of some 2500 km of waterways in order to define the safest routes and any development works required.

Assignment: numerical model study and navigation studies

RE-BALANCING OF THE LOIRE RIVER BED ON BEHALF OF VNF | FRANCE

As a result of widespread scour in the bed of the river Loire upstream of its estuary, the public authorities embarked on a vast programme of studies to define the re-balancing measures required. The French waterways authority (VNF) has appointed Artelia to supervise implementation of these works between Oudon and Ancenis.

Assignment: design and construction supervision
COASTS
Developing regional resilience

Coastal regions are particularly exposed to the effects of global warming. As average sea levels rise, coastal erosion and flooding risks increase. National and international integrated coastal zone management policies are being formulated to address these issues, because a far-reaching, multi-disciplinary approach is the only means of implementing long-term solutions. Artelia is a key player and contributor of expertise in this field, which blends knowledge of hydro-sedimentary processes with human and social sciences.

In 2016 our recognised know-how was applied to a wide range of projects including prospective studies of coasts (Aquitaine coast of France, Togo, beach nourishment La Baule and La Croisette in Cannes, France), and the ongoing PEARL European R&D project to improve the management of extreme events in coastal areas.

Luc Hamm - Technical Director, Maritime Business Unit

WORKING WITH NATURE ON THE COAST OF TOGO

Faced with serious problems of coastal erosion, the Togolese government has launched several studies that the African Development Bank is now completing by commissioning Artelia to examine the climate resilience of the infrastructure along the country’s coast.

Our objective:
- perform an in-depth assessment of the current situation (hydro-sedimentary dynamics, erosion processes, infrastructure needs, socio-economic needs of coastal communities, etc.),
- update the characteristics of the structures planned within the sector studied,
- draw up the conditions for an early warning system to detect marine phenomena and a coastal zone development master plan,
- estimate the costs of the project.

COMPLEX SYSTEMS AND COUPLING OF NUMERICAL MODELS

Artelia ranks among the pioneers in the field of numerical modelling, and remains at the leading edge with its work on the coupling of hydraulic and economic models for regional development and risk prediction studies. In partnership with the French Institute for Research in Computer Science and Automation (INRIA), our Group also supervised a doctoral thesis on the modelling of complex systems encompassing a variety of physical phenomena.

MODELLING THE RHÔNE DELTA IN LAKE GENEVA | SWITZERLAND

Artelia was commissioned by the cantons of Vaud and Valais to build a large physical scale model (measuring 22 m x 12 m) reproducing the 70 ha of the delta. The flow simulations performed with this model were used to complement the results obtained using numerical models and hence to confirm the relevance of the options selected for the planned developments.

BIOPHYSICAL ACCOUNTING TO AID DELIBERATIVE DECISION-MAKING

Artelia supervised a doctoral thesis on the evaluation of regions using a value chain analysis approach. In examining the production chains and the materials mobilised at each stage of manufacture, processing and transport, the author analyses the environmental and socio-economic issues related to these flows of materials and proposes an accounting-based decision-support tool using physical rather than monetary units.
Energy

Promoting shared, sustainable energy

We are continuing to develop our activity across the entire gamut of renewable energy sources, and from production to distribution. In the area of hydropower, we have contributed to numerous design and construction supervision projects: some of them large-scale schemes, and others involving harnessing the potential of certain countries for small-scale power generation. Our expertise in dam design and the seismic modelling of very high concrete dams has attracted the attention of the global bodies in our profession. On other forms of renewable energy, our most remarkable advances were made in photovoltaic installations and marine energy, two sectors in which we are participating in largely confidential cutting-edge projects and R&D work. As for power grids, while we continue to work on interconnection projects in Africa, we are also focusing our efforts on leading-edge questions concerning the integration of intermittent energy sources, storage, and smart grids.

Xavier Ducos
Director - Dams, Hydropower & Infrastructure

A WORLD LEADER IN HYDROPOWER

Rusumo Falls scheme (80 MW, Rwanda) - Environmental and social impact assessment of the Kenié scheme (30 MW, Mali) - Hydropower atlas of Madagascar - Renovation of penstocks in the Pyrenees (France) - Physical scale model of Beaumont-Moniteux dam (France) - Turnkey power plant on the Marne (France) - Atlas of small-scale hydropower in Yamsatu - Raising of Nam Leuk and Nam Mang dams (Laos) - Inga headrace (1200 MW, DRC) - Studies of schemes in Bélérou (30 MW, Benin), Singorobo (1100 MW, Ivory Coast), Nachitigal (420 MW, Cameroon), and Anteizambato (130 MW, Madagascar). Abdelmouthen pumped storage scheme (350 MW, Morocco)…

ONGOING DEVELOPMENT OF OTHER RENEWABLES

100 MW photovoltaic power plant in El Salvador - Photovoltaic shade canopies in car parks of Auchan shopping centres (France) - Turnkey wind farms for Velocita (France) - Study of marine current energy potential in Indonesia - Modelling of a marine current array - Study of a floating wind farm project - Study on ocean thermal energy conversion…

ADVANCES ON INTERCONNECTION, HYBRID ENERGY SYSTEMS AND THE ENERGY MIX

Interconnection of the power grids of Cameroon and Chad - Grid connection of the Fécamp offshore wind farm (France) - Distribution master plan for the city of Niamey (Niger) - Grid connection of wind farms (France) - Grid integration of the Koutalia and Sikasso solar power plants (Mali) - Construction of 90 hybrid power plants in Mali - Dza Tom photovoltaic power plant grid connection and storage facility (10 MWh, New Caledonia)…

SUSTAINED DEVELOPMENT EFFORTS:
- Dams and seismic modelling
- Marine energy
- Hybridisation of fossil fuel power plants with renewables
- Storage and grid integration of renewables
START OF WORKS ON THE RUSUMO FALLS SCHEME | RWANDA

The Rusumo Falls hydropower scheme, which is financed by the World Bank, is set to generate 430 GWh per year, to be shared between the three contributing countries (Rwanda, Tanzania and Burundi). It comprises the construction of a concrete dam (200 m long, 15 m high) and various structures, including an 800 m headrace tunnel, to supply the external power plant equipped with three 30 MW Kaplan turbines. This project, which required technical as well as environmental and social studies, is calling on large teams from Artelia and its subsidiaries Spretec and Sher.

Assignment: detailed studies and supervision of works (as part of a consortium)

PROVIDENCIA SOLAR | EL SALVADOR

A 100 MW photovoltaic power plant

The French group NEOEN (a renewable energy project developer) called on Artelia to assist it with construction of the first large solar power plant in El Salvador, which is also the second largest anywhere in Central America. Covering a surface area of 115 hectares, it will generate electricity equivalent to the annual consumption of about 176,000 Salvadorans.

Assignment: technical assistance in the development phase, supervision of the works and acceptance of the structures

KENIÉ ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT | MALI

Kenié Renewable Energy appointed Artelia to perform the environmental and social assessment of its project to build a hydropower plant on the Niger river. The aim was to establish the baseline situation and then to draw up management plans and resettlement plans for the communities affected.

Assignment: impact assessment

PROMOTION OF SMALL-SCALE HYDROPOWER | MADAGASCAR

In the framework of the World Bank’s Energy Sector Management Assistance Program (ESMAP), Artelia and its subsidiary Sher has drawn up a detailed survey of the potential for small-scale hydropower in Madagascar and its geographical distribution. This will provide a means of planning investments more effectively and help to improve the country’s energy policy.

Assignment: design study and works files

RENOVATION OF PENSTOCKS | FRANCE - PYRENEES

The Société Hydroélectrique du Midi appointed Artelia and its subsidiary Spretec to replace the penstocks on four high-head power plants in the Pyrenees mountains: Lió, Souloë, Eget and Eaux-Bonnes.

Assignment: study of sites, creation of an atlas

RENOVATION OF PENSTOCKS | FRANCE - PYRENEES

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Assignment: design study and works files

STUDY OF MARINE CURRENT RESOURCES | INDONESIA

Having drawn up a global atlas of the potential for installing marine current turbines, Artelia performed a detailed study of the opportunities offered by the maritime and coastal domain of Indonesia. This work, completed on behalf of the Agence Française de Développement, ties in with the programme called “Promotion of investments in the sectors of renewable energies and energy efficiency in Indonesia”.

Assignment: study of resources, local focuses

TURNKEY WIND FARMS FOR VELOCITA | FRANCE

Artelia continued its partnership with Velocita (a European specialist in the development and operation of wind farms) by overseeing the construction of the facilities at Rougemont and Vaite, which will eventually accommodate some forty wind turbines.

Assignment: general contractor, study, construction supervision

Accompanying the energy transition

Although global oil prices remain low, many countries are continuing their programmes to develop renewable energy sources with a view to increasing their energy independence and fighting global warming. We too are participating in this energy transition through our work on the technical, economic and institutional aspects of all of the alternatives to fossil fuels.

Gwenc’han Catherine - Director, Energy & Industry

Other renewables

Providing sustainable energy solutions

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2016 Annual Report
ADVANCING THE STATE OF THE ART IN DAM DESIGN

Dams are a field in which Artelia excels. In particular, our teams are among the few experts capable of designing arch dams. They have worked on the stability studies for several such structures in France and are members of the working group of the French Committee on Dams and Reservoirs (CFBR). They are currently supervising construction of Janneh arch-gravity dam (160 m high) in Lebanon, and have been invited to present their original calculation methods at the workshops organised by the International Commission on Large Dams taking place in September 2017.

In addition to numerical simulation tools to aid dam design, Artelia has developed leading-edge seismic modelling techniques offering a more realistic approach to structure and foundation issues. The experience we have acquired in recent years has enabled us to pinpoint the determining factors and integrate them into simplified parametric tools. These tools will be applied to projects right from the preliminary phases, to optimise design safety and investment costs.

Pierre Agresti
Director, Civil Engineering

INTRODUCTION OF SOLAR POWER PLANTS
MALI - KOUTALIA, SIKASSO

Artelia was appointed to study the integration of the photovoltaic power plants at Koutalía (55 MW) and Sikasso (65 MW) into Mali’s interconnected network. This task involved performing detailed simulations of intermittence.

Assignment: study and technical assistance

INTERCONNECTION OF POWER GRIDS
CAMEROON - CHAD

In 2016, Artelia received a delegation from the Central Africa Power Pool (CAPP) and the Cameroonian and Chadian governments in the framework of its assignment to study the interconnection of the two countries’ networks. The project includes the construction of more than 1000 km of transmission lines and seven transformer substations with the objectives of expanding rural electrification and fostering the emergence of development hubs.

Assignment: study and technical assistance

OFFSHORE WIND FARM GRID CONNECTION
FRANCE - FÉCAMP

The French transmission system operator RTE has commissioned Artelia to provide technical assistance with the grid connection of the future wind farm being built off the coast of Fécamp, one of the largest such projects in France.

Assignment: detailed study of a landfall solution, technical assistance during the works phase

3D MODELLING OF MARINE TURBINE ARRAYS

In a partnership with the Laboratory of Geophysical and Industrial Flows (LEGI) and the CERG, a research and test centre specialising in fluid mechanics, Artelia is working on the finite modelling of cross-flow and axial-flow marine turbines in order to assess their downstream wakes and the impact of upstream turbulence on machine performance. The results obtained will be fed into the Telemac modelling system, providing a means of simulating a complete array and defining the optimum architecture for this type of scheme.

STORAGE SOLUTIONS FOR RENEWABLE ENERGY INTEGRATION INTO POWER GRIDS

Artelia has developed resources for modelling storage solutions and a range of services to facilitate the integration of renewable energy sources into power grids. In parallel, our teams are developing a technical and economic design software application (Opti’Stor) for hybrid power plants.

ENERGY OPTIMISATION

In a partnership with the French Environment and Energy Management Agency (ADEME), Artelia is working on the modelling and optimisation of a power generation system based on a large proportion of renewables (75 to 100%) for island areas that are not connected to continental grids (Réunion Island, Martinique, Guadeloupe).

Pierre Agresti
Director, Civil Engineering

A major transformation thanks to intermittent energy sources

The rapid increase in the share of renewables in the electricity being generated is a challenge for grid operators and a field in which our teams are heavily involved. The intermittent nature of solar and wind energy and their diverse geographical locations are raising new technical and organisational issues that need to be addressed.

Jérôme Mercier - Renewable Energy Projects Director

INTERCONNECTION AND HYBRID ENERGY SYSTEMS

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Jérôme Mercier - Renewable Energy Projects Director

PREPARING FOR TOMORROW

3D MODELLING OF MARINE TURBINE ARRAYS

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Urban development & transportation

Recognition for our performance

Our innovation efforts and our consistent capacity to propose the solutions best suited to each development won recognition in 2016. Taking advantage of the significant recovery in investments in France, our business developed all over the country. Worthy of special mention is the Grand Paris Express metro project, which entered its works phase in 2016 and is now mobilising nearly 150 of our employees alongside those of the Owner, Société du Grand Paris. In addition to new construction projects, we are continuing to develop our range of asset management solutions to help our clients optimise their investments and extend the lifetime of their facilities.

Another highlight of the year was Artelia being awarded the Industry Prize at the prestigious French National Engineering Awards. Our Group was also a winner of the “Mobility Challenge” set by Société du Grand Paris. We also contributed actively in making the “Dreams of urban landscapes” industrial demonstrator a key driver of French innovation in the field of sustainable cities. These fine achievements are capped by a solid economic performance: all of our indicators improved significantly in comparison with 2015.

Denis Bertel
Managing Director
ARTELIA Ville & Transport

MAJOR DEFINING PROJECTS TO BUILD THE CITY OF THE 21ST CENTURY

Bordeaux Euratlantique - Lyon Confluence - Nice Méridia technology hub - Réunion Island ecocity - Clichy-Batignolles urban development zone - “Dreams of urban landscapes” industrial demonstrator - smart cities - Megalis optical fibre network in Brittany - Le Moulon Paris Saclay urban development zone...

ONGOING EFFORTS TO MODERNISE URBAN INFRASTRUCTURE

Krypton park & ride in Aix-en-Provence - Restoration of embankments in Rouen - Public spaces of Halle Freysinnet in Paris - Les Panettes green car park in Meaux - Water mirror fountain in Nantes - Public spaces at the Louvre in Lens - Restructuring of Clichy wastewater treatment plant - Toulouse sewerage master plan - Access to drinking water and sanitation in Kinshasa (DRC) - Choisy-le-Roi drinking water treatment plant - Al Khafji desalination plant (Saudi Arabia) - Kiroro drinking water treatment plant (Kenya) - Pumping stations in Algiers (Algeria) - Drinking water treatment plants in Saudi Arabia...

SERVICES SPANNING ALL FORMS OF MOBILITY

Metro systems: Grand Paris Express, Lille and Marseille (France) and Doha (Qatar) - Tramways: Bordeaux, Caen, Greater Paris (T1, T10; France) and Cuencas (Ecuador) - Bus rapid transit: Sophia Antipolis, Lens-Liévin, Pau, Réunion Island, Nîmes and Marseille Luminy-Castelane - Tram-Train lines: Massy-Envy, Médos, Tangerbile Ouest (Greater Paris) - Urban cable car: Réunion Island...

CONSOLIDATED EXPERTISE IN INTER-CITY TRANSPORT

Brittany-Loire HSR line - SNCF framework agreements - Upgrading works on sections of the A1, A13, A71 and A124 motorways - New coastal highway on Réunion Island - Tunnels on the north Lyon ring road - Quai d’Ivry interchange in Paris - Champon Tunnel in the Alps...

AWARD-WINNING INNOVATIONS:

- National Industry Prize for the dynamic test bench designed for the Lille driverless metro
- Winner of the ‘Greater Paris Mobility’ challenge with GELITRA (work site traffic management system)
This vast urban regeneration scheme (covering 738 ha) is centred around three operational sectors and involves developing a multimodal transport interchange, housing, offices and public spaces. Construction of the new Saint-Jean/Belcier railway station, in preparation for the forthcoming inauguration of the Bordeaux-Paris high-speed rail line, will be a key milestone in 2017.

Assignment: strategic planning, organisation and coordination

The Mégalis Bretagne development agency, which groups together all the public authorities in the Brittany region, has undertaken to create a public, 100% fibre-to-the-home network covering the entire region by 2030. Within the consortium performing the project, Artelia is providing design and construction supervision services for the eastern half of the sector.

Assignment: design and construction supervision

Launched in 1998, the scheme to redevelop the area at the confluence between the rivers Rhône and Saône aims to double the surface area of Lyon city centre while adopting an ambitious sustainable development approach. Having provided design and construction supervision services for several areas of zone 1 (river Saône side), Artelia has been appointed to provide the same services for all the public spaces of zone 2 (river Rhône side) and the area around Perrache railway station. The works for this second tranche are likely to be spread over a decade.

Assignment: design and construction supervision

Decompartamentalising practices, optimising innovation and capitalising on knowledge: these are the aims of the sustainable city demonstrator that Artelia has invented with Vinci and Veolia by pooling the efforts of some fifty companies. This original association, which holds state accreditation and on which our Group is acting as vice-president, proposes 150 urban innovation ideas to the Plaine Commune district of Greater Paris every six months; these proposals then undergo a feasibility and costing process. Nearly 300 people attended the first general meeting of the association, which is establishing itself as a major forum shaping the French approach to the city of the future and an international skills showcase.

Assignment: planning study

Deploying leading-edge technologies and big data is a key component in improving the management and economies of cities. Artelia continued helping its clients to adopt these new technologies while funding a number of research projects. Our Group also continued its assignment to upgrade the Sirius system (managing traffic across the Greater Paris region in real time) and conducting a similar operation on Réunion Island.

Artelia, a hallmark of the French approach to sustainable cities

The twenty-first century is that of the city, and Artelia holds all the answers for building and renovating sober, efficient cities offering a high quality of life. Inception, design, implementation and perpetuation: at each stage in the life cycle of a city our innovations are skilful and significant since they break down barriers between professions, spatial scales and time scales while bringing clients and citizens closer together.

We are active members of the bodies that are working to build the cities of the future. Artelia is thus forging a solid reputation in France as a leading player in the field of urban engineering.

Laurent Vigneau - Innovation Director - ARTELIA Ville & Transport
Urban infrastructure

Proven solutions for urban engineering

In most cases cities are modernised step by step, a block or an infrastructure at a time. Thanks to our dense network of offices and our expertise in the entire array of business lines related to urban development, we are able to offer our clients high-calibre, locally based services for all types of project.

Sébastien Pailhès - Deputy Managing Director - ARTELIA Ville & Transport

ACCESS TO DRINKING WATER AND SEWERAGE IN KINSHASA | DEMOCRATIC REPUBLIC OF THE CONGO

Artelia’s subsidiary Sher has been appointed to provide delegated project management services for PILAEP 2, a project to promote innovative means of access to drinking water, sanitation and hygiene. This programme is being rolled out in 26 districts in the outskirts of the capital and concerns about 400,000 inhabitants.

Assignment: delegated project management

TOULOUSE METROPOLITAN AREA SEWERAGE MASTER PLAN | FRANCE

The Toulouse metropolitan area authority has undertaken to modernise and redesign its wastewater infrastructure in view of the significant population growth the city is experiencing. Acting as lead firm in a consortium of engineering consultancies, Artelia has been appointed to draw up a master plan and to create a decision support tool addressing technical, financial and strategic issues.

Assignment: project management

AL KHAIFJ DESALINATION PLANT | SAUDI ARABIA

This reverse osmosis desalination plant, lying on the Persian Gulf coast near the border between Saudi Arabia and Kuwait, must produce 60,000 m$^3$ of drinking water per day. Artelia performed the maritime and civil engineering studies for the intake and outfall systems, the buildings and the plant structures.

Assignment: design studies

REDISEGN OF CLICHY WASTEWATER TREATMENT PLANT | FRANCE

The Clichy plant is a key wastewater treatment facility in the Greater Paris area, pretreating effluent from an area measuring 108 km$^2$ with a population of more than two million. Modernising and extending the plant, without interrupting operations, requires a highly complex organisation and schedule that Artelia is overseeing as lead firm in the project management consortium. On completion of five years of works, this plant will comply with the most stringent environmental standards: limited discharges into the river Seine, recovery of heat, HQE (green building) certified buildings, and minimised noise and odour nuisance.

Assignment: project management
A BIG STEP FORWARD FOR THE GRAND PARIS EXPRESS METRO PROJECT

This vast-scale extension of the Greater Paris transport network, involving creating 200 km of driverless lines and 48 stations, will form the backbone for the region’s development for several decades to come. It is a strategic undertaking for the Greater Paris area and is mobilising nearly 150 of our employees. Significant progress was made on all lines in 2016, with the prospect of Paris potentially being chosen to host the 2024 Olympic Games. The entire network is due to be completed in 2030.

Etienne Rousselet - Director of the general project management assignment for Société du Grand Paris

BORDEAUX TRAMWAY | FRANCE

For the last two decades Artelia has been involved in constructing the Bordeaux urban area tram network, an ambitious backbone urban project that has completely transformed the city. Having contributed to construction of the first three lines, their extensions and the Métro tram-train line, our Group is now playing an active role in building a fourth line to serve the north-western part of the urban area. It was also selected in December 2016 to provide general design and construction supervision services for a tram line and a bus rapid transit line to improve public transport services to the Mérignac airport area.

Assignment: design and construction supervision

SOPHIA ANTIPOLIS BUS RAPID TRANSIT LINE | FRANCE - NICE

The Sophia Antipolis urban area “bus-ram” scheme, launched in 2011, is now nearing completion. This mainly segregated line will provide an efficient, regular service between the centres of Antibes and Sophia-Antipolis. It is approximately 10 km long, has 17 stations and two park & ride facilities. A network of paths for cyclists and pedestrians has been created in conjunction with the line.

Assignment: design and construction supervision

SAINTE-CLOTILDE URBAN CABLE CAR | FRANCE - SAINT-DENIS DE LA RÉUNION

To overcome the limitations of a network of winding, frequently congested roads, the north Réunion Island district authority has opted to invest in an urban cable car that will serve five stations over a distance of 2.7 km. Its objective is to move 1000 people per hour, while guaranteeing a high level of accessibility and a frequent service.

Assignment: technical assistance

CUENCA TRAMWAY | ECUADOR

The city of Cuenca, a UNESCO World Heritage Site lying in the heart of the Andes, is building its first tram line to meet the needs of its population and growing numbers of tourists. All of the rolling stock has been delivered and the third-generation ground-level power supply system, designed to be easy to maintain, is being installed in the historic city centre.

Assignment: design and construction supervision

LINE 15, 16 AND 17

Artelia is helping Société du Grand Paris, the project Owner, with the deployment of the 125 km of tracks and 50 stations constituting lines 15, 16 and 17. The civil engineering works have started on line 15 South, as have the preparatory works on line 16. The preliminary design study for line 15 West has been delivered, and the design companies for line 15 East have been appointed. The conceptual designs for line 17 are in progress. Several other cross-disciplinary operations have been launched, in particular to manage the 45 million tonnes of material to be excavated.

Assignment: general project management

LINE 11

Line 11 is being extended to Rosny Bois Perrier in order to boost development in an area suffering badly from a lack of large-capacity public transport. The 6 km-long route selected will include 6 stations and an elevated section next to the A3/ A86 motorway interchange. The civil engineering works started in summer 2016 and are in full swing, to meet the ambitious target of commissioning the line at the end of 2022.

Assignment: design and construction supervision

LINE 18

Driverless line 18, called the green line, will connect Orly airport to Versailles-Chantiers RER station. It will be 35 km long, crossing 4 départements and 13 towns via tunnels and viaducts. It will have 10 stations, of which three will be elevated, and a technical operations centre. The Owner has approved the preliminary design, and tendering for the civil engineering works is underway.

Assignment: design and construction supervision

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Assignment: design and construction supervision
High demand for our engineering structures expertise

The hundred or so specialists forming our engineering structures teams applied their skills to numerous road and railway projects in 2016. Our services range from assessments and inspections of preliminary or working designs through to the supervision and acceptance of works. These assignments concern projects to build new bridges and tunnels, as well as operations to upgrade and improve the safety of existing structures.

Nastaran Vivan - Infrastructure Director - ARTELIA Ville & Transport

MODERNISATION
AND DEVELOPMENT
OF RAILWAY
INFRASTRUCTURE
| FRANCE

In 2016, Artelia participated in numerous operations for SNCF, including the modernisation of the Clisson - Chotet and Paray-le-Monial - Chauflailles lines, accessibility upgrades of 18 stations in Haute-Savoie and 25 stations in Greater Paris, modernisation of Annemasse and Lyon stations, and studies for the new Paris-Normandy and Provence Côte d’Azur lines.

Assignment: study, planning, designs, supervision of works

UPGRADING OF THE MOTORWAY NETWORK | FRANCE

Artelia continued providing services to concession companies managing the French motorway network. Highlights of the year included works to widen the Boulou-Le Perthuis section of the A9 and make it more earthquake-resistant on behalf of ASF. Widening works on the Rampe des Volcans on the A71 began in September 2016 on behalf of APRR. The works on the A13 between Pont l’Evêque and Dozulé also began for Sanef/Sapn, which has also commissioned Artelia to restructure interchange no. 31 between the A16 motorway and the RN42 trunk road in Saint-Martin-Boulogne.

Assignment: design and construction supervision, engineering services within the design and construction consortium

BRITTANY-LOIRE HIGH-SPEED RAIL LINE | FRANCE

The Brittany-Loire high-speed rail line, which is currently in its testing phase, will connect the cities of Le Mans and Rennes via a new 182 km-long track. One of the challenges of this project lay in tying the high-speed rail line in with the existing network, which is itself undergoing major maintenance and upgrading works. To manage these complexities SNCF called on Artelia, who provided expertise and management tools to assist with planning the operations, assessing the risks, meeting environmental commitments and coordinating the various work sites in accordance with the stakeholders’ expectations. Artelia is also acting as an accredited independent technical inspection body within the design/construction/maintenance consortium.

Assignment: independent technical inspection, project management, organisation/planning/coordination

ROAD AND RAIL TRANSPORT

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NEW COASTAL HIGHWAY | FRANCE - RÉUNION ISLAND

Destined to replace the existing road, which has become too vulnerable to landslides, the monumental highway along the coast between Saint-Denis and Le Port has moved into its construction phase. Half of its 12 km route will be built on a causeway, while the other half will run on a new viaduct to be built over the sea. Three new interchanges will also be built. Artelia has been appointed to assist the Owner with administrative, technical and environmental aspects and is also involved, via its subsidiary CLI, in the deployment of ACCROPÔDETM II armour facing units to protect the embankments.

Assignment: project management

CHAMBON TUNNEL | FRANCE

2016 saw the completion of the work to bore a new tunnel along Chambon reservoir in the French Alps and its temporary opening to traffic. After part of the old tunnel collapsed, Artelia and its subsidiary Quadric were appointed to design a diversion and the associated safety measures for the entire scheme, which is due to be completed at the end of 2017.

Assignment: design and construction supervision

TUNNELS ON THE NORTH LYON RING ROAD | FRANCE

Safety improvement works on the four tunnels of the north Lyon ring road continued with operations at night and during weekends. Those carried out in 2016 included drilling additional emergency exits, laying fire-resistant road surfaces, and building a new ventilation plant and exhaust system.

Assignment: engineering services within the design/construction consortium

QUAI D’IVRY INTERCHANGE | FRANCE

Tying in with redevelopment of the Bruneseau district, re-configuring the Quai d’Ivry interchange is a complex operation involving creating several engineering structures and diverting the extremely busy Paris ring road. A first part of the road has been reopened on one of the two definitive bridges, being built on numerous tall supports that will provide a means of developing a boulevard beneath the ring road.

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Assignment: design and construction supervision
2016 NATIONAL ENGINEERING AWARD
A reward for Artelia and recognition for our Transport teams

The ‘Grand Prix National de l’Ingénierie’, an organisation bringing together several French ministries and the French engineering federation Syntec, awards a prize each year to a team that designs an outstanding product or project in the engineering or construction field. In 2016 it awarded Artelia the industry prize for its dynamic test bench for driverless metro systems. This prestigious accolade recognises the cutting-edge skills and expertise of our teams in the field of rail transport systems - both urban (trams, metros) and inter-city (trains).

LILLE METRO | FRANCE
Our dynamic test bench is a world first!

In the framework of the project to boost the capacity of the Lille metro, our Group achieved a world first by creating a dynamic test bench for driverless metro trains enabling their movements to be simulated on a real track inside a workshop. The metro unit, which remains stationary, is placed on a rolling bed that replicates all the possible movements, stresses and features of the terrain, while simulating interactions with the various signalling systems on the network. Contractors Soferco and Sereme were appointed to build the facility, and the work is nearing completion. Given the significant savings in terms of land and infrastructure in comparison with a conventional test track, there is now great potential for applying this innovation to all types of railway project.

GELITRA
MANAGING WORK SITE DELIVERIES AND TRAFFIC

Developed for the project to refurbish the district of Les Halles in the heart of Paris, GELITRA is a numerical tool for organising and managing work site access in order to reduce the nuisance and disruption caused by large vehicles parking on public roads. Thanks to this dynamic, user-friendly web platform each delivery is planned and can be adjusted in line with last-minute unforeseen events. GELITRA was recently upgraded to enable it to manage several work sites at the same time, and has been adopted by Société du Grand Paris having been selected during its “Mobility Challenge” for innovative projects.

BIM APPLIED TO THE UPGRADING OF CHOSY-LE-ROI DRINKING WATER TREATMENT PLANT | FRANCE - PARIS

Producing 340,000 m³ of drinking water every day to be distributed to 1.85 million Parisians, Edmond Pépin treatment plant is one of the biggest facilities of its kind in Europe. In the framework of the project to upgrade it, the Greater Paris water agency has appointed Artelia to design and supervise implementation of a first tranche of works concerning the renovation of its filtration units. To design the new installations our teams produced a digital mock-up of the project, using old drawings and a 3D scan of the existing facility into which they incorporated the equipment and structures to be built. This BIM provides a means of adopting a collaborative and concurrent engineering approach for the design phase and will reduce uncertainties during the construction phase. In the long term it will also be used for plant operation and maintenance.

DECISION AND MANAGEMENT SUPPORT FOR COMPLEX URBAN PROJECTS

This smart digital management tool, developed by Artelia, provides a simple means of handling complex projects. It is a new-generation collaborative platform combining urban project management methods (coordination, financial monitoring, planning, operational progress) with state-of-the-art 3D digital mock-up technologies to view the project as it progresses, present the issues and produce thematic maps. This innovative tool also includes a system for evaluating urban projects from the standpoint of sustainable development with a choice of 357 criteria, and a collaborative working system featuring a coordination space, a citizens’ consultation platform and a project data library.

This competition is organised by the French ministries for the environment, energy and the seas, housing and the marine environment (Directorate-General for Enterprise) in partnership with Syntec-Ingénierie and in association with the Moniteur group.

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Growth in all our fields of activity

2016 was a year of growth across our entire range of assignments. We contributed to nearly 3000 construction, structural renovation and refurbishment projects concerning all types of buildings. Our teams of experts provided pertinent responses to the cross-cutting demands of energy efficiency, low-carbon construction, comfort, safety and tightly-controlled costs and deadlines, and also designed custom solutions in sectors such as hospitality and healthcare, which are undergoing sweeping changes.

We expanded the range of services we provide in initial project stages to cover general coordination, brownfield development and real-estate rehabilitation. We introduced a number of new specialist tools and services. And last but not least, we also built up our international business by winning some fine contracts in Europe, North Africa and Asia.

Tristan Legendre
Managing Director
ARTELIA Bâtiment & Industrie

AN ENHANCED RANGE OF SERVICES:

- Valorélia
- Sustainable buildings
- 4D BIM
- ArteDrone
- Timber engineering
INFLUENCE 2.0 PROJECT | FRANCE - PARIS

Artelia is involved in designing and supervising construction of the new headquarters of the Île-de-France regional council in partnership with architect Jacques Ferrier. This 22,000 m² building will meet the most exacting construction standards and, in addition to administrative facilities, will feature a semi-circular auditorium, a multi-purpose hall, exhibition space, a day nursery, three restaurants, a fitness centre and a 500-space car park.

Assignment: all-trades design and construction supervision, organisation/planning/coordination, HVAC & utilities, structure and facades

GONESSE HOSPITAL | FRANCE - PARIS

The new hospital in Gonesse has opened its doors to its first patients. The new building, specialising in medicine, surgery and obstetrics, has a floor area of more than 80,000 m² and a capacity of 640 beds. Comfort for patients has been substantially improved and they are now able to benefit from state-of-the-art medical facilities.

Assignment: design and construction supervision

MATERNITY & CHILDREN’S UNIT | FRANCE - ROMANS-SUR-ISÈRE

Artelia is involved in designing and constructing the maternity & children’s unit in Romans-sur-Isère, in a consortium with Bouygues Bâtiment and architect Michel Rémon. Facilities will comprise obstetric consultations, maternity and paediatrics, in-patient paediatrics, NICU and a diagnostic and treatment area with two delivery rooms, a C-section theatre, five general operating theatres and three endoscopy rooms.

Assignment: HVAC and utilities design, fire safety

At the forefront of healthcare issues

Enhancing the performance, safety, flexibility, convenience and comfort of healthcare facilities without increasing the cost of care is a paradox, to which we strive constantly to propose the most appropriate solutions. As France’s leader in the hospital engineering sector we apply this optimisation-focused approach from the design stage right through to hand-over, while incorporating contemporary strategies for addressing issues such as resource pooling and digitisation.

Sonia Lugassy - Development Director, ARTELIA Bâtiment & Industrie
Hélène Lorenzi Hardouin - Director of the Private Healthcare Buildings Sector
in 2016 we participated in some fifty projects in countries including France, Italy, the UK, Vietnam, Brazil and Morocco. Our ARTELIA Hospitality cluster provides our clients and partners with assistance in the form of strategic consulting, project management and multi-disciplinary engineering services. Our expertise, reaching from luxury hotels to the midscale and economy segments, enables us to accompany all the sector players as they adapt to the sweeping changes taking place in the industry.

Selvam Madi - Lead, ARTELIA Hospitality

© Reichen et Robert Associés, Patriarche & Co and HTVS Architecte

© Nicolas GROSMOND

© Asaghost

© Mario LeBouvier

© painter in a studio, photographer unknown, and HTVS Architecte

© Massimo Carli and HTVS Architecte
MIXED-USE DEVELOPMENT PROJECTS
Creating new living spaces

Artelia is playing a leading role in debating and designing innovative buildings with more harmonious and enriching living spaces. This process entails obtaining a better fit between residential, cultural, professional and commercial functions both at individual building scale and at district scale. We are addressing this issue through various assignments we are performing, in the framework of the ‘Réinventer Paris’ initiative and in other towns and cities of France.

Josiane Darmouni – Development Director, ARCOBA IDF Business Unit
Cécile Granier - ARCOBA Business Unit

MASSÉNA DEVELOPMENT SCHEME
| FRANCE - PARIS

Food ‘from farm to fork’

The district of Paris around Masséna railway station is undergoing large-scale redevelopment with a view to broadening its cultural offering and inviting visitors to reflect on food-related issues. The project, called ‘Réalimenter Masséna’, adopts a collaborative, circular economy approach and will be a unique place to share and learn. The future timber-clad tower will host an urban farm, educational workshops, an interactive canteen, a market, a laboratory, a gallery and housing units for artists, chefs and researchers.

Artelia will provide the HVAC and utilities designs for this project via its Arcoba business unit.

SUSTAINABLE BUILDINGS
Boosting performance

To meet and anticipate its clients’ expectations, Artelia is pursuing development in several areas: reducing project carbon footprints, adopting a comprehensive approach to carbon and energy, guaranteeing water and energy efficiency, going beyond the demands of environmental certifications, transforming uses, and improving wellbeing for users.

TIMBER ENGINEERING

Artelia has pooled several areas of expertise to form a team dedicated to timber engineering, which is now proposing a complete range of solutions: architectural integration into all types of structure, life cycle analysis, carbon auditing, fire safety, and technical assistance in all categories from solid timber to composite (timber, timber-steel, or timber-concrete structural calculations).

DISMANTLING AND REMEDIATION

Valorélia

Valorélia, the outcome of close synergy between the specialists in our Deconstruction and Polluted Sites and Soils units, is Artelia’s finely-honed solution for managing real-estate rehabilitation operations. It has gained considerable recognition among our clients over the past three years, following the completion of several major projects. For example, our teams were commissioned to dismantle a former CEA (French Alternative Energies and Atomic Energy Commission) site and a Retia group fertiliser plant. They have also begun demolishing automobile production plants for PSA and an oil facility for SDPN.

INTRODUCING ARTEDRONE

Artelia has created a specialist unit dedicated to using drones to acquire aerial data. It proposes a complete range of services from simple work site reporting to complex analyses and the 3D modelling of buildings.

4D BUSINESS INFORMATION MODELLING

The digital revolution comes to works scheduling

Artelia is continuing to invest in the development of digital mock-ups and is working in particular on designing a 4D block diagram with a view to interfacing a 3D model with a works schedule.
Industrial facilities

The client relationship is fundamental

Most of the assignments we perform in the worlds of industry and research are highly exacting, because they require us to address complex issues and integrate the processes specific to each field while pursuing high levels of optimisation in all areas. Receiving highly positive feedback from several of our clients and being able to build long-term partnerships with them is hence a source of great satisfaction for us. Developing strong client relationships lies at the heart of our approach and constitutes a commitment enabling us to provide high value-added solutions. From year to year we are consolidating our expertise in many sectors of industrial production, in the development of laboratories, clean rooms and data centres, and in the creation of high-tech facilities in fields such as the factory of the future and nanotechnologies. Every assignment we complete enables us to deepen and sharpen the solutions we propose.

François Rambour
Deputy Managing Director
ARTELIA Bâtiment & Industrie

DYNAMIC EXPANSION IN PRODUCTION AND LOGISTICS

Costa Roastery (UK) - Manfrim (Brazil) - Paris region cash handling centre - Neoria plant (Vietnam) - Coca Cola (Brazil) - Banque de France banknote paper mill in Vic-le-Vicomte - McCain and Draka plants in northern France - Michelin warehouses (Germany) – Fedex in Roissy - L’Oréal in Vichy - Poste Immo post office hub...

SUCCESS FOR OUR ENVIRONMENTAL ASSIGNMENTS

Vale mine (New Caledonia) - Dismantling of an oil depot in Boulogne-sur-Mer - Remediation of Hao atoll in Papeete (French Polynesia) - Brownfield regeneration projects in the Rhône-Alpes region - Rehabilitation of a fertiliser plant...

FLAGSHIP HIGH-TECH AND CLEAN ROOM PROJECTS

Air Liquide research centre at Paris-Saclay - Extension of the Boiron laboratories in Messimy - IEEEED research institute - X2 research centre for Vallourec - General Electric in Villeurbanne - Siemens in Chambéry...

CUTTING-EDGE FACILITIES:
- Test bench for the Persée project
- Diagnostic tools for the MegaJoule laser
Construction works have begun on a former industrial site at La Courneuve, which will house one of the biggest automated cash handling centres in Europe in two years’ time. The new 19,500 m² facility will accommodate cash issuing and maintenance installations taking automation to high levels. Two other buildings will undergo large-scale structural renovation in order to provide better conditions for the 350 Banque de France employees who will work at the site.

MANAGING BROWNFIELD REGENERATION | FRANCE
The Auvergne-Rhône-Alpes regional council has begun a concerted effort along with its partners to improve the region’s approach to brownfield regeneration. Artelia is a stakeholder in this regionally-based process and is contributing its expertise in innovative techniques, project management, methodologies and cost control. This issue had already been addressed via REFRIND®, a French R&D project which will enter an operational phase in 2017-2019.

Assignment: provision of expertise

NEOVIA | VIETNAM
International group Neovia, which specialises in healthcare and animal feed, appointed Artelia to build a new feed production site in Vietnam. The plant will occupy a 26,000 m² area and have an annual capacity of 300,000 tonnes.

Assignment: design and construction supervision, project management

MANFRIM | BRAZIL - SAO PAULO
Manfrim, based in Santa Cruz do Rio Pardo (Sao Paulo state), specialises in animal feed production and distributes its products in Brazil, Latin America, the United States and Africa. The company appointed Artelia Brazil to design all the facilities at its new plant using BIM (architectural and technical aspects).

Assignment: design and construction supervision, project management

COSTA ROASTERY | UNITED KINGDOM
Having completed this new roastery, the largest in Europe, the Costa coffee company will be able to quadruple its output. It is located in Basildon (Essex) a few kilometres from Tilbury Docks and can process 45,000 tonnes of grains per year, equivalent to nearly two billion cups of coffee to be sold via the group’s global network of 3000 distributors. The plant has a floor area of approximately 8000 m² and also houses a laboratory and the group’s R&D departments and training centre.

Assignment: design and construction supervision

NICKEL MINING | NEW CALEDONIA
The environmental impact assessment performed by Artelia over two years in New Caledonia has been completed to the great satisfaction of the client, Vale, which applauded the professionalism of our teams. The assignment pertained to the construction of a tailings storage facility at the nickel mine operated on the island by Vale, one of the world’s biggest mining companies. More than 20 people were mobilised to finalise the studies and optimise the investments required.

Assignment: environmental impact assessment

DISMANTLING OF AN OIL STORAGE FACILITY | FRANCE - BOULOGNE-SUR-MER
Artelia was appointed by SMCL to secure, deconstruct and remove asbestos from buildings at a fuel depot in the port and industrial area of Boulogne and then perform soil remediation operations. Since the site is located near a former German World War II military base, several tonnes of cartridge cases and live ordnance also had to be processed.

Assignment: supervision of deconstruction and remediation works

REMEDIATION OF HAO ATOLL | PAPETE
The Papeete infrastructure and protection directorate (DIDP) has appointed Artelia to draw up diagnostic studies, health assessments and management plans in the framework of the programme to rehabilitate Hao atoll, one of the former military sites that was used for tests by the Pacific Experimentation Centre.

Assignment: environmental studies of remediation works (detailed design phase)

Production and logistics

Environmental assistance
The French institute for Radioprotection and Nuclear Safety (IRSN) has inaugurated its new experimental facility, named Persée, on the Saclay campus. This test bench, designed specifically for studying radioactive gaseous waste purification systems at nuclear facilities, also enables experimental research to be carried out on iodine traps in order to improve the mitigation of radioactive releases during a core melt accident at a nuclear reactor. IRSN was involved right from the programming phase, and oversaw the design and construction of the building housing the test bench.

Assignment: project management

Extinction of Laboratories for Boiron | France - Lyon

The Boiron group, which specialises in the production of homeopathic medicines, has embarked on the extension of its Messimy site in the framework of its programme to reorganise and develop its activities. The new building, designed in a collaborative manner using BIM techniques, will be an innovation showcase for the group. Of its electricity will come from renewable sources (solar, biogas) and a fuel cell, the first of its kind in France, is also to be built on site. This project is expected to be completed in 2017.

Assignment: design and construction supervision; lead firm

Air Liquide Research Centre | France - Paris

With a view to encouraging cross-disciplinary exchanges, Air Liquide has decided to group together in a single building the 350 researchers and 48 laboratories at its main R&D complex on the Paris-Saclay campus. The new building, designed in a collaborative manner using BIM techniques, will be an innovation showcase for the group. Some of its electricity will come from renewable sources (solar, biogas) and a fuel cell, the first of its kind in France, is also to be built on site. Air Liquide intends to offer its employees the best possible working conditions, maintain a high level of safety and security, and obtain a “BREEAM Very Good” environmental rating for the new facilities. Some of its electricity will come from renewable sources (solar, biogas) and a fuel cell, the first of its kind in France, is also to be built on site. 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Reaffirmed confidence

Over the past few decades we have developed a unique capability to work simultaneously on a large number of sites providing services calling on a variety of business lines. We place this know-how at the disposal of major national and international clients responsible for managing networks of retail outlets, agencies, or production and distribution facilities.

Several new companies, including PMU, H&M and Basic Fit, commissioned our services in 2016. A number of major bank groups, including BNL in Italy, also reaffirmed their confidence in us.

Our partnerships with car dealerships continued with new assignments on behalf of Volkswagen, Audi, Seat and Skoda in France and Seat in Spain, where we also signed a contract with truck manufacturer Scania. Our leadership in the field of fuel distribution was consolidated with the start of new assignments on behalf of Shell, a breakthrough on the facility management market and an innovative hydrogen service station project.

Antoine Pigot
Managing Director
ARTELIA International

A BROADENED CLIENT BASE FOR SALES OUTLET REFURBISHMENTS

- BNL - PMU - Carrefour - Hennes & Mauritz - Basic Fit - Orange - AkzoNobel - MGEN - Crédit Agricole - Crédit Coopératif - Banque de France - LCL - BNP Paribas - Société Générale - McDonald’s (South Africa) - Dentix (United Kingdom) - H3G (Italy) - Unicredit Bank (Italy)...
Expanding our client base

Artelia is continuing to develop its sales outlet refurbishment activity acting as general contractor. In 2016 we handed over about 400 sales outlets of all sizes, from boutiques to hypermarkets, across France for some of our long-standing clients such as BNP Paribas, MGEN, Orange and Akzonobel, but also for some new ones including H&M, PMU and Basic Fit.

Olivier Jarrin - Deputy Director, Multi-Site Projects Business Unit

REFURBISHING FRANCE’S BIGGEST CARREFOUR HYPERMARKET | FRANCE

In the field of mass retail, our Group completed the project to refurbish the Carrefour hypermarket in Villiers-en-Bâlle, the largest store owned by the chain in France (25,000 m²). The project lasted about 18 months and was implemented in phases, with most of the work taking place at night, in order to keep the store open at all times.

% Assignment: design and construction supervision

A LONG-STANDING PARTNERSHIP WITH BNL | ITALY

The Banca Nazionale del Lavoro (BNL), which has been part of the French BNP Paribas group since 2006, is Italy’s largest bank. Over the past ten years it has commissioned numerous assignments from Artelia, such as refurbishing 700 of its agencies, creating 30 new branches and, more recently, implementing due diligence, rationalisation and real-estate restructuring programmes across its entire network. In 2016, Artelia was also placed in charge of optimising facility management at the Torre Diamante in Milan, a 27-storey building standing 140 metres tall.

% Assignment: project management

ROLLING OUT THE NEW H&M STORE CONCEPT | FRANCE

Clothing and homewares distributor Hennes & Mauritz has launched a new fit-out concept for its global network of about 4000 stores, including 210 in France. In the framework of this multi-year refurbishment and expansion programme, Artelia was appointed in 2016 to fit out the stores in Angoulême (2000 m²) and Orleans (1600 m²).

% Assignment: general contractor (design, management of subcontractors, supervision of works)

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NEW ASSIGNMENTS FOR AUDI AND SCANIA | SPAIN

Artelia is in the process of completing visual identity upgrades of about a hundred Audi dealerships in Spain, and has now also been commissioned to prepare the network of distributors for the arrival of e-tron electric vehicles and to deploy new virtual reality resources. In addition, truck manufacturer Scania Hispania has appointed Artelia to supervise the works on its new headquarters in Madrid which, as well as its sales departments for Spain and Portugal, will accommodate repair and maintenance workshops, retail space and a training centre.

% Assignment: assistance to the Owner, architectural design, project management

EXTENSION OF MICHELIN’S LOGISTICS NETWORK | GERMANY

Working to a very tight deadline, Artelia oversaw the construction of three tyre warehouses for Michelin in the towns of Bamberg, Hohen-Kirchen and Bad Kreuznach. These brand-new facilities, adapted to suit the characteristics of each site, apply the exacting logistics standards imposed by the group.

% Assignment: assistance to the Owner, architectural design, project management

SEAT DEALERSHIP IN CHAMBERY

The 1000th to undergo a visual entity upgrade | FRANCE

Over the past decade Artelia has been assisting the Volkswagen group with the roll-out of new architectural concepts for the Volkswagen, Audi, Seat and Skoda brands. 2016 was a particularly significant year for Seat, whose dealership in Chambery was the 1000th world-wide to adopt the brand’s new visual identity.

% Assignment: project management

Car dealerships
Facility management and alternative fuels: two key development areas

Our excellence and innovation cluster is drawing on 25 years of experience of managing investments for international fuel distribution networks to progress in the fields of facility management, where it is developing a range of innovative maintenance solutions, and of alternative fuels, where it is participating in pilot distribution projects involving new fuels such as LNG, CNG and hydrogen.

Pascal Thévenet - Deputy Managing Director, ARTELIA International

Pascal Thévenet - Deputy Managing Director, ARTELIA International

ENERGY EFFICIENCY SERVICES WITH ENI | ITALY

Artelia has signed a commercial partnership agreement with ENI Gas and Power to offer all the group’s Italian customers a wide range of services relating to energy efficiency: energy audits, consumption metering and management systems, design and implementation of schemes involving solar power and cogeneration, etc.

SUCCESSFUL DEPLOYMENT FOR SHELL IN THE MIDDLE EAST AND ASIA

In the framework of its renewed contract with Shell, Artelia has successfully completed the process of deploying the oil company’s new teams and facilities in the three additional countries concerned (Oman, the Philippines and Thailand). Our Group has hence set about managing the investment programmes being implemented by Shell with a view to upgrading and standardising the service station networks in these countries.

CERTAS, FROM VISUAL IDENTITY UPGRADES TO FACILITY MANAGEMENT | FRANCE

Artelia has signed a multi-year facility management contract with Certas Energy France, which operates the Esso brand. Our teams are rolling out simplified, efficient procedures using the latest generation of cloud-based IT tools, and conducting detailed asset analyses in order to optimise distribution site operating costs. Artelia is also providing the company with project management services for the visual identity upgrades of about 300 operational Esso service stations. This assignment, which began in 2015, will be completed in 2018.

Assignment: facility management, project management

LAUNCH OF SHELL’S FIRST HYDROGEN REFUELLING STATION | UNITED KINGDOM

Shell’s first public hydrogen refuelling station in the United Kingdom has just opened. It is located at Cobham, one of the country’s busiest motorway service stations, and offers owners of fuel cell electric vehicles a fast, simple means of refuelling. As representative of Shell’s interests, Artelia supervised the construction and safety aspects of this complex development. Our teams are now proceeding with the installation of two further service stations in collaboration with their supplier, hydrogen systems specialist ITM Power.

THE TRANSFORMATION OF FUEL DISTRIBUTION NETWORKS

The development of fuels capable of replacing oil is an issue on which many sector players are working, and which involves rethinking the entire production and distribution system. This long-term transformation is starting to take shape in the distribution sector with the deployment of pilot facilities. ARTELIA Innofuel has already assisted Air Liquide with the creation of a service station proposing liquefied natural gas, compressed natural gas and liquid nitrogen (a refrigerant). A new milestone was reached in 2016 with the creation of a hydrogen refuelling station on behalf of Shell.
a responsible partner

SECURING, SHARING AND NURTURING OUR TALENT: CONCRETE ACTIONS TO SUSTAIN OUR FUTURE

The Artelia Way 58
Ethics and performance 60
Health, safety and security 61
Tenth anniversary of the Artelia Foundation 62

Certifications held by the Artelia Group: ISO 9001-2008 | ISO 14001 | OHSAS 18001
The Artelia Way

Support tailored to each individual

Special attention was paid this year to the various kinds of practical support we provide to encourage the professional development of our employees (monitoring, coaching, knowledge transmission). Our diversity agreement was also reworded in order to integrate in a coherent manner the management of gender equality in the workplace, inter-generational issues, support in the workplace for people with disabilities, and the integration of people from disadvantaged neighbourhoods. A specific budget, based on the payroll of each sector, is devoted to these support actions.

My task consists in throwing light upon the key issues of our diversity project for all the men and women in the company: identifying obstacles and incentives, encouraging engagement, and convincing them that diversity generates wealth and drives performance and innovation. This process is translating into the company employing people with disabilities and supporting them in the workplace; setting up tutoring and mentoring schemes to bolster knowledge transmission, organising career workshops, and launching an internal gender equality network.

Carole Guilhem - Coordinator, workplace health, safety and diversity issues

Encouraging creativity

Mindful of the fact that simplicity, spontaneity and free-flowing exchanges stimulate innovation and initiative, we are setting up discussion forums and awareness-raising programmes in a number of fields. The work carried out by a group of women who were keen to promote their vision of the Group’s operations led to Artelia being cited as an example in Les sciences et le genre, a research journal edited by Anne-Marie Devreux, a sociology research director at the French National Centre for Scientific Research (CNRS). In April 2016 more than a hundred employees took part in our innovation forum, which showcases all the cutting-edge ideas germinating within the Group and disseminates the best methods across all the sectors. As is the case each year, specific investments were allocated to the most promising projects.

Our creativity is also reflected in the realm of social dialogue. We have rolled out a far-reaching agreement that takes a fresh look at all our arrangements in order to tailor them to the realities of our business. This negotiation process was the opportunity to discuss and formalise Artelia’s commitments in the areas of social policy, human resources and means of sharing the added value generated by the company.

ARTELIA 2016 Annual Report

Recognising talent

Our Group’s extensive geographical footprint and fast pace of recruitment (nearly 800 people were hired in 2016) require us to identify our skills precisely and integrate them effectively. We have embarked on a vast digitisation process in order to make our management tools more accessible and interface them with each other. In 2016, in order to gain perspective on the talents of each employee, we drew up a skills matrix gathering information on our fields of activity (markets, clients, assignments), our business lines and a set of standard profiles.

Progressive and structured specialist career paths

To encourage mobility, responsibility and a taste for challenge, the training we offer is designed around specialist career paths consisting of complementary modules that interested employees will complete over the course of their career. These provide a common, structured skills base that will facilitate professional mobility. We have developed specialist paths related to business information modelling (BIM) management, river and maritime hydraulics, construction project management, and BIM applied to transport infrastructure. Our Innovation and Leadership programme, which is open to high-potential managers, has also taken on an international dimension in partnership with a major Group client, Shell.

A learning company

Artelia aims to be a place of personal and professional development where opportunities abound for enhancing talent. Our employees must see this as a source of motivation encouraging them to engage, take initiatives, be creative, grow and move forward with the Group. Artelia intends to assert itself as a “learning” company with the means to accompany its employees at each stage of their career.

Building on our talent

Our performance depends on the men and women we employ. They constitute a highly valuable asset, which we intend to strengthen. This involves attracting and bringing out talent in experts and managers alike, and developing their skills and sense of responsibility. To achieve this objective we are rolling out an integrated, continuous development process called the Artelia Way.

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Special attention was paid this year to the various kinds of practical support we provide to encourage the professional development of our employees (monitoring, coaching, knowledge transmission). Our diversity agreement was also reworded in order to integrate in a coherent manner the management of gender equality in the workplace, inter-generational issues, support in the workplace for people with disabilities, and the integration of people from disadvantaged neighbourhoods. A specific budget, based on the payroll of each sector, is devoted to these support actions.

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Health, safety and security

Artelia is striving to achieve excellence in the field of workplace health and safety. The activities organised by our Group each year include a day of employee awareness-raising called the “Safety Day”, and a round-table event bringing together key stakeholders from the profession called the “Safety Conference”.

Safety Conference

This initiative, launched in 2015, brings together key stakeholders from the world of construction - financial institutions, industrial groups, project managers and contractors - in order to share experience of this issue. On 17 March 2016, more than a thousand employees thus attended various talks and had opportunities to discuss specific topics including “Key risks on our work sites illustrated by some interesting feedback”, “Work station ergonomics”, “Personal security during business travel in foreign countries”, and “Risks of working in proximity to roads, railways and waterways”.

Safety Day

Because safety concerns everyone on a daily basis, Artelia actively encourages all its employees to join in its Safety Day, the annual event organised simultaneously at several Group sites to discuss and share experience of this issue. On 17 March 2016, more than a thousand employees thus attended various talks and had opportunities to discuss specific topics including “Key risks on our work sites illustrated by some interesting feedback”, “Work station ergonomics”, “Personal security during business travel in foreign countries”, and “Risks of working in proximity to roads, railways and waterways”.

Ethics and performance

Artelia is determined to ensure that the tasks conferred upon it are carried out in a manner that respects human, employment and environmental rights and are conducted with the utmost integrity in accordance with its values, ethical principles, business practices and current legislation.

For this reason, Artelia prohibits all forms of corruption and fraud in the conduct of its business.

Compliance

In 2016, Artelia drew up a comprehensive compliance programme meeting the highest standards of international business ethics and the requirements of legislation, including those enforced most recently in France. Our Group has designed and rolled out a risk assessment map to be used to evaluate and implement pertinent risk management action plans. Numerous compliance-related procedures have been drawn up, for purposes including verifying the integrity of certain partners before entering into commitments with them, identifying and preventing potential anti-competitive practices, fraud, corruption and conflicts of interest, and ensuring transparency in regard to the giving and receiving of gifts and invitations.

All employees must comply with these procedures and have completed training in ethics to ensure that they are aware of the importance of abiding by the Group’s rules and of acting with the utmost integrity at all times. The intention is for this training to be repeated annually.

Involved our partners

To involve its partners in its approach, Artelia has also drawn up a business conduct guide in keeping with the principles of its new Code of Ethics. This guide, which is available on our website, www.arteliagroup.com, was produced to help our employees and their partners to embrace this ambition, identify sensitive or abnormal situations, and act ethically and with integrity at all times.

This business conduct guide is one of the foundations underpinning collaboration between Artelia and each of its partners. It presents the practices adopted by Artelia in the performance of its assignments and its relations with third parties, and explains the procedure through which an ethical issue or instance of corruption or fraud can be reported to the Group at any time.

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The Artelia Foundation, a philanthropic organisation created in 2006, bases its assignments on an original form of skills-based sponsorship. Over the past ten years, 171 employees and retirees have thus given of their expertise and their most precious possession – time – to help 63 associations and NGOs performing projects in 24 countries. Other forms of support, such as financial patronage, the sponsoring of young people and fundraising by participating in sporting events, have gradually broadened the Foundation’s scope of action, thanks to the efforts of several hundred employees.

**THE YEAR 2016**

Highlights of 2016 included the formalisation of our first partnership with the Prince Albert II of Monaco Foundation, with a view to developing our actions on environmental issues. We have also stepped up our collaboration with the Institute of Technology of Cambodia to provide more intensive support for year groups throughout their training, with measures including the provision of tutoring in France.

Skills were donated this year to the associations Acra, Amazigh Trekking, Amis des Isère-Dagaba, Belia, Enfants d’Asie, Enfants du Mekong, Lazare, Namasté la maison des enfants, Nos Quartiers ont des Talents, Simon de Cyrène, Sport dans la Ville, Thigupa and Yanfouom.

**34 VOLUNTEERS** completed technical assignments.

**24 VOLUNTEERS** sponsored young people from disadvantaged neighbourhoods or backgrounds in France.

**394 DAYS DONATED**

**17 PROJECTS SUPPORTED**

**13 ASSOCIATIONS** and NGOs helped.

**THE FOUNDATION CHALLENGE**

12,537 km run by **259 employees**

**17%** France

**51%** Asia

**32%** Africa
Training actions have also been developed in parallel. Over the years, dozens of employees have travelled to Phnom Penh to pass on their knowledge to students supported by Enfants du Mékong. For staff members who are unable to commit themselves to this type of assignment, the Foundation has recently set up partnerships with French associations such as Proximité, Nos quartiers ont des talents and Job dans la ville, which help young people in disadvantaged areas to find employment. Some fifty employees are now involved in mentoring and sponsorship in this way.

Technical assignments

The first volunteers travelled to Africa and Asia to provide technical support on water resource management projects. Thus began the Foundation’s partnerships with organisations such as Kynarou, Amitiés Isère-Dagaba, Secours Catholique and Jeunes pour la terre. Its activities soon spread to Artelia’s other fields of activity, particularly building construction, with assignments in France for associations including Simon de Cyrène, Lazare, les Papillons Blancs de Paris, Interval and Point Vert. The Foundation selects projects requiring genuine technical assistance and covers the travel and living expenses of its volunteers during their assignments.

Mentoring and sponsorship

More recently, another programme was set up thanks to participation from the many sportsmen and women who work at Artelia. Over the course of the year, they run to raise funds for an association in the context of various official events. The budget is then divided up according to the number of kilometres completed and the corresponding donations are allocated to the beneficiaries. Each year more than 230 employees from some thirty Artelia entities all over the world clock up a total of more than 11,000 km by taking part in official events.