

# Les Trophées Performance

## **Trophées Performance Veolia 2020**

### **Rules for Veolia Group student interns**

Trophées Performance is a competition which is held each year and which rewards the best final projects presented by one or more students in their final semester, covering subjects related to the business of Veolia group: Energy, Waste Management and Water.

The articles below define the competition's rules for students interns at Veolia group.

#### **ARTICLE 1 - ELIGIBLE WORK**

The projects "eligible" for the competition must be projects carried out by one or more students as part of the last year of study of a "**BAC +5**" [high school diploma + 5 years of university level studies] (European standard) degree program for the 2019-2020 school year, in particular, final theses, final projects, "association" projects and "entrepreneur" projects.

Those projects written as part of the Professional Master's program in "Management and Environmental Engineering" of the CFA Urban Environment Institute are not eligible for the Performance Trophies.

#### **ARTICLE 2 - SUBJECTS COVERED**

The subjects covered in the projects must be related and/or applied to:

- one of the solutions of Veolia: environmental services for companies and municipalities, management of household and industrial waste, water distribution, wastewater treatment and energy management,

- one of the corporate functions: purchasing/procurement, insurance, sales/client management, communications/public relations, finance/management/accounting, project management, IT, legal, quality, Knowledge Management, marketing, human resources, training, skill management and corporate social responsibility.

### **ARTICLE 3 - PARTICIPATION CONDITIONS**

This competition will take place over the 3 steps described below.

#### **First step: registration**

Those who wish to participate may register via the dedicated Internet website:

[www.veolia.com/en/veolia-group/careers/university-relations/trophees-performance](http://www.veolia.com/en/veolia-group/careers/university-relations/trophees-performance)

The student and/or the group who is/are applying (at most 3 co-author students) fills out a registration sheet on-line, after reading and accepting the Rules. The co-authors must be students working on a project together.

The application sheet contains the following information:

- last name, first name and middle name of the candidate(s), and their contact information,
- diploma pursued and the name of the school (specialty area),
- student's supervisor (University or School): last name, first name and contact information,
- internship supervisor (company): last name, first name and contact information,
- internship site,
- subject chosen and explained, in the category chosen: Cities, Industries, Performance

Registration will end on **July 31<sup>st</sup>, 2020**.

Registrations sent after the registration deadline will not be accepted for consideration.

Only those projects of which the application sheets conform to the provisions contained in these Rules will be accepted for consideration and examined in the next step of the competition.

The list of applications accepted for consideration will be communicated **at the beginning of august 2020** via the dedicated Internet website.

### **Second step: selection by the Review Committee**

In order to participate in this second phase of the Trophées Performance, applicants must send the final version of their projects and the poster to **August 31<sup>st</sup>, 2020** to the following address: [trophees-performance.campusve@veolia.com](mailto:trophees-performance.campusve@veolia.com)

The poster is downloadable from the Internet website; it enables the applicant to summarize his project and explain his results and the innovative nature of his project. Special attention will be showed to the poster during the Review Committee and it shall enable you to highlight your project. The categories mentioned on the poster are mandatory even though its pagination is free.

The student(s) may also send a hard copy of their project and the motivation sheet to the address mentioned in Article 3.

The Review Committee, which is comprised of representatives of Veolia group (human resources and researchers), will meet on **September 2020**. It will select 18 projects.

The list of the projects selected by the Performance Trophies Review Committee to participate in the third step will be disseminated on the Internet website at **the beginning of October 2020**.

### **Third step: Thesis defense**

Applicants for the Performance Trophies will defend their projects in front of a jury (hereinafter "Jury") on **the end of October or the beginning November 2020** at the following address: Headquarters of Veolia, 30 rue Madeleine Vionnet, Aubervilliers (93300).

Applicants shall have 20 minutes to present their projects, followed by a joint discussion with the Jury. This discussion will not last for more than 10 minutes.

Projects may be defended in either French or English, depending on the applicants' preference.

#### **ARTICLE 4 - SELECTION AND EVALUATION CRITERIA**

These criteria were chosen based on the goal of associating the scientific and/or technical qualities of the projects with the applicant's' commitment and communications abilities:

- the practicality (realistic and feasible) of the proposed solutions
- the innovativeness (novelty and originality of the vision and/or the approach presented by the applicant)
- the quality of the presentation to the Jury and the ability to communicate and explain their conclusions, verbally and clearly, within the allowed time
- the quality of the document submitted (Project and the poster)
- the maturity of the analysis in terms of the state of knowledge concerning the subject covered
- the linking of the subject covered with environmental services, the business of Veolia.

#### **ARTICLE 5 - JURY**

There will be jury for each activity:

- Jury Cities
- Jury Industries
- Jury Performance

The Trophées Performance Jury is comprised of executives of Veolia group: executives from operations, communications, R&D, Human Resources, and sales and marketing executives, sustainable development.

#### **ARTICLE 6 - CONFIDENTIALITY**

Any confidentiality-related problem must be communicated beforehand to the Jury involved.

The limitations associated with the confidentiality of the projects must not impede the understanding of the project or reduce it to a mere declaration. Veolia and the members of the Jury covenant to respect the confidentiality of the documents submitted to them.

#### **ARTICLE 7 - INTELLECTUAL PROPERTY**

Veolia shall not claim any right whatsoever on the projects produced by the applicants.

The prize-winners also authorize Veolia to use their names, photographs, addresses and other information concerning them solely for the purposes of this competition, throughout the competition.

#### **ARTICLE 8 - PRIZES**

Each year, three Trophies are awarded to students having completed their internship at Veolia:

- The "Cities" Award recognizes the best work in a field linked to the problems and issues of public utilities and public authorities.
- The "Industries" Award recognizes the best work in a field linked to the problems and issues of industries.
- The "Performance" Award recognizes the best work in a field linked to progress and improvement initiatives for environmental services.

Moreover, each Jury shall also have the opportunity to award in his category a special prize named "Coup de Coeur". This prize shall be awarded when a student project will have fully addressed one of the criteria as detailed above in article 4.

#### **Prizes awarded to the prize winner(s):**

The Jury shall meet to deliberate and shall designate the six prize-winning students and/or groups of students, who will win:

## *Les Trophées Performance*

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- a bicycle (electric, mechanical) and equipment (anti-theft, helmet, satchel, rain gear, etc.) to be chosen within the network of partner stores of the operator Zenride, up to 1,800 euros, in the form of a credit nominative, not exchangeable or refundable and valid from January 1, 2021 to December 31, 2021.

When it is a group of students, the rewards are to be distributed in the form of several assets between the students of the group.

### Prizes awarded to the school:

The school or university of the prize winners will receive €4,000 to support the tuitions given, to be handed over to the Director of the Institution or the Director of the training department.

### Prize of the "Coup de Coeur":

Each Jury shall meet to deliberate and should the occasion arise to designate the student and/or groups of students, who will win:

- a bicycle (electric, mechanical) and equipment (anti-theft, helmet, satchel, rain gear, etc.) to be chosen within the network of partner stores of the operator Zenride, up to 1,800 euros, in the form of a credit nominative, not exchangeable or refundable and valid from January 1, 2021 to December 31, 2021. When it is a group of students, the rewards are to be distributed in the form of several assets between the students of the group.
- The school or university of the prize winners will receive €2,000 to support the tuitions given, to be handed over to the Director of the Institution or the Director of the training department.

## **ARTICLE 9 - PUBLICATION OF THE NAMES OF THE 2020 PRIZE-WINNERS**

The results of the competition and the identity of the prize-winners will be communicated on the Internet website on **November 2020**.

Note the exact dates of the various steps will be published in September on the web site Veolia.com

**ARTICLE 10 - OFFICIAL TROPHY AWARD CEREMONY**

The prize-winners and the representatives of the winning schools will be invited to the official Performance Trophies award ceremony which will take place on **December 2020** in Headquarters of Veolia.

**ARTICLE 11 - FILING OF THE RULES**

The Rules have been submitted to the offices of SCP THOMAZON BICHE, Bailiffs, 156 rue Montmartre 75002 Paris.

These Rules have been translated into English; the translated Rules may be consulted on the Internet website dedicated to the Trophées Performance.

**ARTICLE 12 – COMPLIANCE WITH THE “DATA PROCESSING AND FREEDOMS” ACT**

In accordance with the provisions of the modified “Data Processing and Freedoms” Act of 6 January 1978, the participants shall enjoy the right to access, rectify and delete data concerning them, as well as the right to oppose the processing of said data by Veolia or its subsidiaries, by writing to the following address: Veolia, University Relations Department, Human Resources Direction, 30 rue Madeleine Vionnet, 93300 Aubervilliers, France.

**ARTICLE 13 - LIABILITY OF VEOLIA ENVIRONNEMENT**

Veolia shall not incur any liability if, in the case of a force majeure situation or events outside its control, it cancels, shortens, extends or defers this competition or alters its conditions or dates.

**ARTICLE 14 - LAW AND JURISDICTION**

These Rules are governed by French law and subject to French courts, in particular, as regards any disagreement or dispute concerning their interpretation or performance.