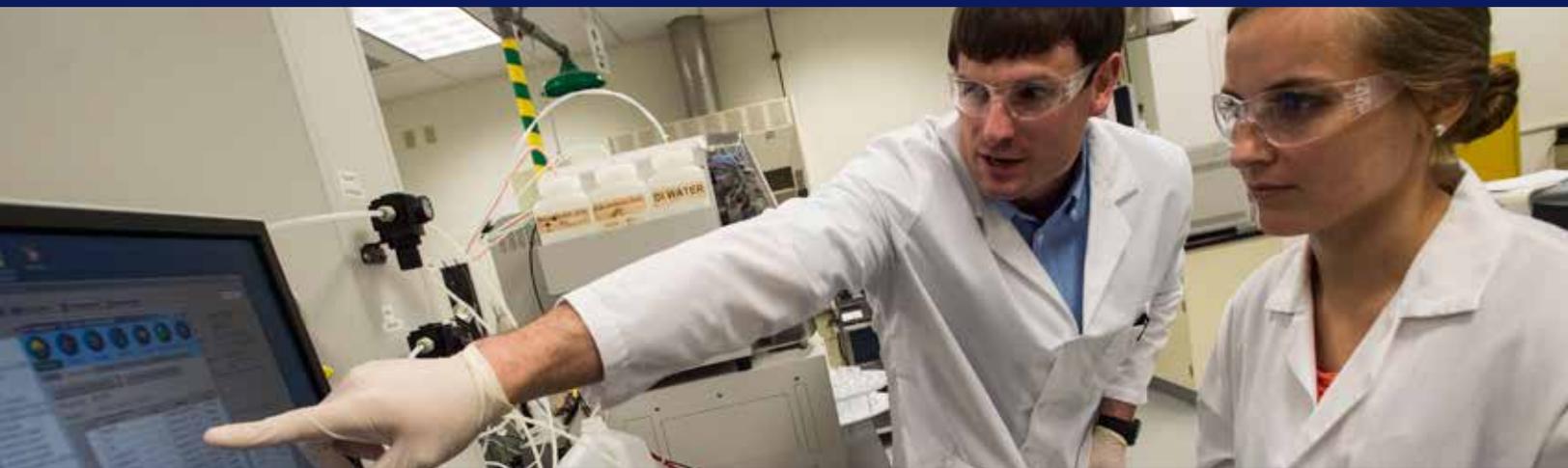


# collaborating to win



## about SUEZ in North America



**3,400 employees**

SUEZ in North America operates across all 50 states and Canada with **3,400 employees** dedicated to environmental sustainability and leading the resource revolution. The company owns 15 regulated water utilities, provides contracted public-private partnership services to 78 municipalities, offers water treatment and advanced network solutions to 16,000 industrial and municipal sites, provides drinking water, wastewater and waste collection services to 7.4 million people on a daily basis, processes 55,000 tons of waste for recycling and manages \$4.1 billion in total assets. The company posted **revenues of \$1.2 billion in 2015** and is a subsidiary of Paris-based SUEZ.

**\$ 1.2 billion in 2015**

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## about SUEZ



**82,500 employees**

SUEZ (Paris: SEV, Brussels: SEVB) supplies drinking water to 92 million people, delivers wastewater treatment services to 65 million, collects waste produced by 34 million, recovers 16.3 million tons of waste each year and produces 5,853 GWh of local and renewable energy. **With 82,500 employees**, SUEZ, which is present on all five continents, is a key player in the sustainable management of resources. SUEZ generated total **revenues of €15.1 billion in 2015**.

**€ 15.1 billion in 2015**

# collaborating **to win**



Eric Gernath, CEO, SUEZ North America

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At SUEZ, we strive to be inclusive, collaborative and transparent in everything we do.

That's how we innovate and grow. That's how we attract top talent to best serve customers and communities in North America and around the world. That's how we develop winning solutions.

We optimized our global operations in 2015 by unifying under the single, powerful SUEZ brand. We're now applying our global expertise and technology to create innovative, effective and efficient ways to conserve resources and reduce our environmental footprint.

In this report, I encourage you to read about some of the ways we're working together to set the standard for diversity and inclusion in our industry, and lead the resource revolution.

Eric Gernath  
CEO, SUEZ North America

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The SUEZ brand includes 50 companies in 70 countries.

Above, pictured left to right: Victor Peraino, maintenance person/distribution; Gladys Amin, customer service representative; Colleen Lawrence, customer service representative; Hong Liao, laboratory technician; Quentin Lalama, leader, distribution; and Mark McKoy, senior director, customer operations.



Above: The West Basin Water Quality Laboratory team includes (standing from left) Gregg Oelker, manager, water quality; Marc Oliver Quijano, supervisor chemist; Cameron Jones, intern; Joe Shaffer, chemist; William Alvarado, chemist; (seated from left) Kathy Huynh, consultant; Silvia Aceves, laboratory technician and Michelle Phewklieng, chemist.

# working well together

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The West Basin Water Quality Laboratory is the second “happiest place on Earth” some 30 miles from Disneyland.

Employees regularly eat lunch together, share laughs and, most importantly, support each other to get the job done.

“We treat each other like family,” said Gregg Oelker, manager of water quality at the West Basin Water Quality Laboratory in El Segundo, CA. “We collaborate, contribute ideas and pitch in to help each other.”

Oelker helped start this lab decades ago during his more than 38-year career with the Company. His team tests samples from the Edward C. Little Water Recycling Facility and three satellite facilities to monitor processes, satisfy customer needs and ensure compliance with government standards.

The lab is part of Los Angeles County’s West Basin Project. The West Basin Municipal Water District has contracted with SUEZ for more than two decades to conserve California’s potable water. Refineries, parks and golf courses use recycled water instead of drinking water.

SUEZ recently recognized Oelker with a Bergis Mamudi Diversity & Inclusion Award for creating an inclusive work environment where everyone feels valued and empowered to provide solutions. This tight-knit team has one of the highest retention rates at West Basin, and its biggest smiles.



**This is an inclusive workplace where everyone has the opportunity to learn, grow and shine.**

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Gregg Oelker

# diversity & inclusion **goals**

## **workforce**

Recruit, develop and retain a workforce at all levels of the organization that reflects our communities, clients and qualified labor pool.

## **work environment**

Provide a work environment where all employees feel included and engaged and show respect and appreciation for diversity.

## **customers**

Improve customer service and drive market growth by understanding and reflecting the diversity of the current customer base as well as that of potential clients.

## **communities**

Support the communities in which we serve by promoting philanthropic, social and educational programs that reach diverse customers.

## **suppliers**

Develop a supplier base that is diverse and that demonstrates commitment to diversity within its own operations.

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# diversity & inclusion 2015 results

North America workforce



22.7%  
female



77.3%  
male

Minorities represented 24.2% of the North America workforce



Women in management



29.6%

Veterans represented 3.7% of the workforce



43% of top executives serve on boards



Spent \$13.1 million with U.S. diverse suppliers

Provided \$1.9 million in philanthropy to diverse organizations



Above: TRACE's leadership team includes (pictured from left) Meagan Cummings, EHS systems analyst; Annmarie Rutigliani, manager, client liaison; Ray Cywinski, manager, watershed & environmental resources; Chitra Raghav (chair), manager, quality management; Jared Patrice (secretary), customer service representative; Joannie Turner, customer service representative and Lisa Smith, supervisor, customer operations payments. Not pictured: Patricia Belliveau (vice chair); Theodore Holod (treasurer); Alice Richard; Elizabeth Keddy and Daniel D'Amato.

# going green together



The newest SUEZ business resource group hopes to inspire and increase green initiatives across North America.

Together for Resource, Awareness, Conservation & the Environment (TRACE) encourages employees to share ideas for improving energy efficiency and reducing their environmental impact at work, at home and in local communities.

“Conserving resources is rooted in our business; you won’t find another company in the world that tells its customers to use less of its products,” said Chitra Raghav, manager, quality management, Paramus, NJ, who serves as TRACE’s chair.

Raghav and Jared Patrice, revenue integrity specialist in Hackensack, NJ, and TRACE’s secretary, are passionate about sustainability and taking the resource revolution to the next level. They established TRACE in October 2015, and are excited about the positive response. More than 30 employees have already joined.

“Small steps that help the environment can lead to big savings to our bottom line,” said Mathieu Le Bourhis, chief financial officer of SUEZ in North America and executive sponsor of TRACE.

For example, improving the energy efficiency of SUEZ operations in North America helped save enough electricity in 2015 to power 1,500 homes for one year. TRACE plans to promote initiatives like this that can be replicated to conserve resources and save money.



**Small steps that help the environment can lead to big savings to our bottom line.**



Mathieu Le Bourhis



Janet Haste's certified woman-owned business, H & H Construction Services, Inc., helps SUEZ maintain sewers in the Indianapolis area.

# doing business **together**

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Janet Haste turned her experiences on the family farm into a family business that helps SUEZ maintain hundreds of miles of stormwater and sanitary sewers in the Indianapolis area.

“You’re mighty glad to see us if you have sewage backing up in your home,” said Janet Haste, president of H & H Construction Services, Inc., a Women’s Business Enterprise certified by the state of Indiana.

Driving trucks, hauling grain and working outside on her family farm prepared Haste for running her business. Haste, her husband of nearly 49 years, and their son opened their construction company in 2007 with SUEZ as their first customer. The business relationship has grown, with this subcontractor billing SUEZ a total of \$2 million in 2015.

“H & H Construction Services, Inc. provides exceptional, round-the-clock service that’s in sync with our Company’s needs and that of our client, Citizens Energy Group,” said Beth Westropp, senior engineer, Indianapolis Operations.

SUEZ operates and maintains the stormwater and sanitary sewers and wastewater treatment plants for the city of Indianapolis and Marion County, IN through a contract with Citizens Energy Group.

“We wanted to work with a growing company like SUEZ,” said Haste. “Working together is what makes you successful.”



**We wanted to work with a growing company like SUEZ.**



Janet Haste



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ready for the resource revolution

