TotalEnergies : Needs for water training

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Summary

1. A Broad Energy Company
2. Freshwater in TotalEnergies
3. Competencies Project
4. A few examples of training
01.
A Broad Energy Company
Our Ambition

Our ambition is to be a major player in the energy transition

- With a presence in more than 130 countries, TotalEnergies is a broad energy company committed to providing energy that is ever more affordable, clean, reliable and accessible to as many people as possible.

- More energy, fewer emissions: that is the dual challenge we must meet with our customers, stakeholders and society as a whole to contribute to our planet’s sustainable development and effectively address the issue of climate change.

- We promote renewable, decarbonized energies, produce and market fuels, natural gas and electricity.

- We are investing massively in solar and wind power in order to become one of the top five producers of renewable energy by 2030.
Overview of Our Operations

Our activities span the entire value chain:
• from the production of energies
• and their transportation and transformation into intermediate or finished products
• to their storage and distribution to meet the needs of individual and business customers

We also develop carbon neutrality projects for our own sites and for customers, with solutions to enhance energy efficiency and to capture or store carbon (CCS and natural carbon sinks).
TotalEnergies Organisation

- 4 different branches:
  - Exploration & Production
  - Refining & Chemicals
  - Marketing & Services
  - Gas, Renewables & Power

* sold at the end of February 2021
** planned conversion to zero-oil platform
02.

Freshwater in TotalEnergies
Freshwater in TotalEnergies

- Main purposes of freshwater use:
  - Cooling process
  - Vapor production

- Wastewater is treated before rejected into the environment
  - Different types of treatments according to the process
    - Refining: treatments with primary, secondary and biological treatments
    - Small sites (e.g. services stations): connected with public network (water used chiefly for sanitation)
    - Some small sites: primary treatment and rejected into environment
    - Offshore: primary and secondary treatments

At Total, we are harnessing our full range of expertise to minimize the impact of our operations on water resources, everywhere we operate, and across the entire lifecycle of our facilities and products.

**AT TOTAL**

105 million cubic meters
the volume of freshwater withdrawn by the Group in 2020**.

50% of this volume was withdrawn from areas of high or extremely high water stress based on the definition of the World Resources Institute. The demand for water for human activities, such as agriculture, industry and household use, exceeds the available amount by 40%. This is mainly the case in highly populated urban areas, for example in Northern Europe.

* salinity below 2 g/l.
** excluding cooling water used in open-loop systems
03. Competencies Project
Training management in TotalEnergies

• Online platform to collect all available trainings
  - More and more e-learning (30-45 mn) on all types of subjects
  - More and more distance learnings
  - Still some presentational trainings when needed

• Access to trainings’ catalog for most of employees, and linked to the needs of each employee
  - Campaign at the end of the year to ask for trainings: develop new competencies (for future jobs), maintain competencies into the current job

• 130 countries => difficult to have a unique trainings catalog!
Professionalization Stakes in Environment

• HR perspective:
  - Ensure the transverse mobility of 400 environment colleagues
  - Global view of environment professionals (HR perspective)
  - Assess their individual competencies on a fair way
  - Identify potentials and invest in them
  - Ensure to have the right person at the right place
  - Offer them clear career perspectives
  - Make colleague proactive in their career management
  - Manage expectations and enthusiasm

• Training:
  - Offer them clear training pathways
  - Find equilibrium between learning by experience and learning by training
The project

• Use existing HR and Training tools (HR4U, annual performance reviews, position cartography, training catalogs, job posting)
• Update Environment macro-competencies
• Define Environment micro-competencies
• Define the level of all Environment competencies for each job category
• Put in place training pathways to link competencies levels
• Transfer these tools into an app to be able to answer the following questions:
  - What are my competencies ?
  - What is my future job (the one I desire) ?
  - What is the competency gap between the job I have and the job I want ?
  - How do I fill this gap ? Which training do I need to attend ?
Environmental Competencies

- 14 technical environment competencies axis with 4 levels each
- Different types of positions require additional competencies (Management, Budget, HSE, …)
- Fulfilling environment technical competencies is not sufficient to be able to occupy a position

0-Notions
1-Basic
2-Practical
3-Mastery
4-Reference
A few examples of trainings
Competency on water management

Water Management competency: Assesses the risks and impacts on water resources and quality, identifies associated management measures.

0-Notions: Has no knowledge or partial knowledge

1-Basic:
- Knows the main challenges related to the conservation of water resources and quality, as well as major water pollutants,
- General understanding of characterization parameters,
- General understanding of water management and treatment methods

2-Practical:
- Prepares the Specifications for effluent characterization studies
- Analyzes the results and defines the quality of the effluent.
- Applies his/her entity's water resource and effluent management procedures.

3-Master:
- Identifies and proposes impact and risk reduction measures
- Validates the water management plan
- Supervises and evaluates the studies and ensures the implementation of action plans.
- Analyzes existing practices and prepares experience feedback.
- Is proficient in water analysis and treatment techniques.

4-Reference:
- Evaluates the effectiveness of water analysis and treatment techniques and improves them.
- Improves water evaluation and management techniques.
- Proposes R&D actions, evaluates and validates R&D programs.
- Is the Group’s external spokesperson.
- Advises Management, consolidates liabilities.
- Identifies trends and coordinates networks.
Trainings on water management

- Matching the training with the competencies… as much as possible
- Some examples on basic and practical levels:

<table>
<thead>
<tr>
<th>Competency Level</th>
<th>Needs</th>
<th>Public</th>
<th>Training title</th>
<th>Organism</th>
<th>Duration</th>
<th>FR/EN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic</td>
<td>Knowledge of <strong>water stakes</strong> into O&amp;G sector and be able to manage water actions</td>
<td>Every public</td>
<td>Water Peer to Peer</td>
<td>IPIECA (ongoing)</td>
<td>10h Online</td>
<td>EN</td>
</tr>
<tr>
<td>Basic</td>
<td>Knowledge of global view of water management and treatments technics.</td>
<td>Environment public</td>
<td>Le cycle de l’eau dans l’Industrie</td>
<td>OIEau</td>
<td>3 days Online</td>
<td>FR &amp; EN</td>
</tr>
<tr>
<td>Practical</td>
<td>Acquire knowledge specific to the operation of wastewater treatment units</td>
<td>Water treatment operator</td>
<td>Operate a physico-chemical treatment unit for industrial effluents</td>
<td>OIEau Or Campus Veolia</td>
<td>3 or 4 days</td>
<td>FR &amp; EN</td>
</tr>
<tr>
<td>Practical</td>
<td>Know how to manage <strong>odors</strong> in wastewater treatment</td>
<td>Water treatment operator, environment services</td>
<td>Operation of a deodorization unit in a wastewater treatment plant</td>
<td>OIEau</td>
<td>2 days</td>
<td>FR &amp; EN</td>
</tr>
<tr>
<td>Practical</td>
<td>Evaluate water quality data and the <strong>monitoring</strong> strategies that generate them</td>
<td>Environment public</td>
<td>Catchment Water Quality</td>
<td>Cranfield Water CPD</td>
<td>4 days</td>
<td>EN</td>
</tr>
<tr>
<td>Practical</td>
<td>Develop the skills to analyse and <strong>interpret</strong> environmental data and to assess them in light of current drivers (e.g. regulatory and socioeconomic).</td>
<td>Environment public</td>
<td>Integrated River Basin Management</td>
<td>Cranfield Water CPD</td>
<td>5 days</td>
<td>EN</td>
</tr>
</tbody>
</table>
Biodiversity Training Modules

Makes the link with the new Group Biodiversity Ambition, and provides a complete catalog of training modules for the company to increase employee awareness and provide the right knowledge level on standards to be used on new projects as well as on our existing sites.

0-Notions

Fundamental concepts & basics of biodiversity

MNHN

A) Impact assessment, management and, monitoring, IFC standard on biodiversity

BIOTOPE

+ Practical training for industrial sites (e-learning ongoing)

B) Advanced concepts and global/local data & tools for Biodiversity

WCMC

Know and apply the IFC standard PS6 on biodiversity

TBC (The Biodiversity Consultancy)

4-Reference

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Thank you.