

# POSITIVE INTELLIGENCE REPORT

18/03/2021

## Positive Intelligence Report

### Introduction

Description

### Company name and address

AIR LIQUIDE  
75 QUAI D'ORSAY  
FR 75321 PARIS CEDEX 07

### Responsible

Aude Rodriguez, Direction Investisseurs

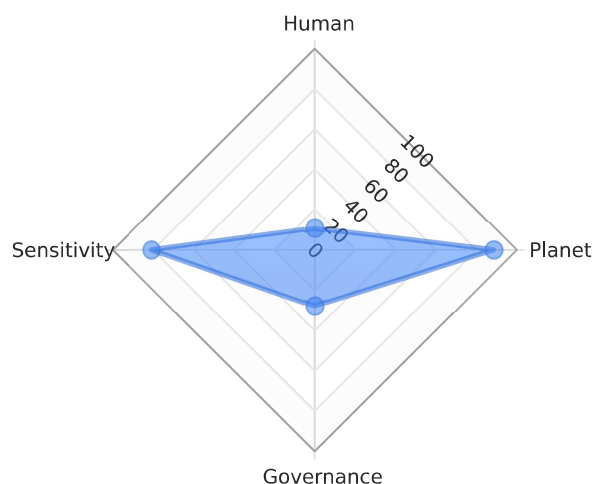
### History and important milestones

No answer

### About them

Président du Conseil d'Administration Benoit Potier  
Directeur Général François Jackow  
Directeur Financier Jérôme Pelletan  
DRH Armelle Levieux

# Overall IP



## **Human - 11%**

There is a low risk related to how the enterprise is developing human potential and addressing humans and individuals within the organization. The HR department is most probably fully and genuinely interested in the well-being of the employees, new recruits are fully informed of the ideological values, the mission and the vision of the enterprise. Creativity is encouraged, and the conditions are put in place in the organization to fully develop the potential of people working. This shows that the interest in people is genuine, therefore the risks of burn-outs, bore-outs, and other work-related stress factors are very limited. This company has a Positive Intelligence attitude, and is therefore highly-recommended as a partner, as a client, as an investor, as a supplier, and as a sub-contractor.

## **Planet - 89%**

This enterprise has a very high risk with regards to future generations and environmental protection, this means that the fundamental values are not compliant with the protection of the future, of the planet, or of the common goods. Many points of vigilance need to be addressed before even considering this enterprise as a client, a partner, a supplier or a subcontractor.

## **Governance - 28%**

This enterprise has a very low level of risks with regards to good governance practices. OECD Guidelines are a benchmark of good-practices for setting up internal procedures, and for checking the procedures and actions of its subcontractors. Perhaps some points of vigilance remain, but there is no high-level of risks of severe impact related to this organization. More investigations can be necessary to make sure that all actions are compliant to the findings here.

## **Risk sensitivity analysis - 81%**

This enterprise is highly sensitive to the risk level we are studying in this report.

## **Comments**

Further description and comments

## **Analysis and recommendations**

Description

### **Further description and comments**

Nothing to add for now.

### **Consultant recommendations and personal feedback**

We noticed that we require further information from the top management directly and from the HR department, as well as from the compliance, and vigilance specialists.

# Partners

## Overall IP

### Human

devenirsoi

#### Méthode Devenir Soi

[www.methodedevenirsoi.com](http://www.methodedevenirsoi.com)

Françoise Dubernet

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#### Alliance

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Tel: +33413633236



#### Gender equality consultant

### Planet



#### Climate Change Consultant

### Governance



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Tel: +33413633236

### Risk sensitivity analysis



#### Fonds Activiste Specialist

# Annexe - Response log

## Overall IP

### Human

How important is the notion of "beauty" for the CEO/President/Founder?	I don't know
Is there a special effort made for the offices to be pleasant, beautiful and be a place for human potential to self-develop?	I don't know
Are there art-pieces available within the offices for people to see?	I don't know
Are employees authorized to listen to music on a daily basis?	I don't know
Is art and culture of importance in the daily routine of employees?	I don't know
Does the enterprise organize cultural events?	I don't know
Is the world/private life balance taken into account?	I don't know
Has the enterprise taken into account specific programs to facilitate the work/private life balance?	I don't know
Do women have the possibility to organise their work hours with concerns to their family commitments?	Sometimes
Is gender equality a topic of importance when attributing high-level roles?	I don't know
Do women have regular opportunities to access high-levels positions?	I don't know
What is the percentage of women in the board of directors?	Between 25% and 50%
Is the enterprise concerned by the harmony of remunerations between men and women?	I don't know
Are remuneration gaps compatible with a "positive" leadership?	I don't know
Is the training program built-up based on the fundamental values of the enterprise?	I don't know
Is the training program conceived in concordance with the strategic goals of the enterprise?	I don't know
Is the level of education a topic raised during collective decisions and recruitment process?	I don't know
Is creativity encouraged within the enterprise?	I don't know
Has the enterprise set up specific programs for developing creativity?	I don't know
Has the structure been trained to the Methode Devenir Soi (or similar self-development programs)?	No
Did the enterprise include the principles of the Methode Devenir Soi (or similar process) in the recruitment process?	No
Are future recruits informed of the "ideological values" of the enterprise before being onboarded?	I don't know
Do potential recruits have the possibility to discuss the ideological values of the enterprise before being onboarded?	I don't know
Is the enterprise aligned to its own ideological values?	I don't know
Is the question of "purpose" of importance within the enterprise?	I don't know
Is "personal development" a topic of importance within the enterprise?	I don't know
Is the topic of "Human Potential" of importance for the HR strategy?	I don't know

### Planet

Does the strategy include the notions of "Future Generations"?	No
Is the CEO/President/Founder aware of the legal consequences of "Future Generations"?	No
Does the enterprise organise training sessions around the thematics of "Future Generations"?	Never
Is environmental protection a key concern for the CEO/President/Founder?	Not at all
Is environmental protection a key concern for the employees?	A little
Is the enterprise involved in any concrete actions to protect the environment?	No
Is the CEO/Founder/President feeling personally impacted by climate change?	No

Is the CEO/President/Founder aware of the climate change consequences in its territory (country, region, city)	No
Has the enterprise developed programs to reduce its carbon foot-print?	No
Does the board of management feel concerned by the future of the world?	A little
Do the board members feel collectively involved in the future of the world?	A little
Does the strategy of the enterprise take into account the 21st century global challenges?	No
Is the enterprise locally involved in local collective thinking with regards to the future development of the territory?	Never
Is the enterprise locally involved in concrete actions to improve the territory where it operates?	Never
Is the enterprise involved in collective reflexion with regards to the futur of the planet?	Never
Is the enterprise involved in concrete actions with regards to the future of the planet?	Never

## Governance

Are there ethical criteria with regards to the selection of the top management?	No
Does the enterprise have a "raison d'être"?	No
When recruiting the top management, is there a process in place to guarantee that the candidate comply to the enterprise vision, mission and fundamental values?	No
In order to be recruited for the board of directors, is there a process to guarantee compliance to the vision, mission and fundamental values?	No
Did the top management experience a Devenir Soi cursus (or similar self-development process)?	No
Is the top manager aware of the importance of a Positive Intelligence strategy and an ethical management?	Not at all
Is the top manager aware of the importance of good practices with regards to human rights?	I don't know
Is the top manager aware of the importance to prepare for future challenges?	A little
Is the top manager aware of the importance of a positive governance?	I don't know
Has the enterprise set up the cartography of risks related to "vigilance"?	Yes
Has the enterprise set up a procedure for ethics and compliance actions for their subcontractors?	Yes
Is there a selection process for subcontractors with regards to compliance to the risks related before?	Yes
Is the enterprise fully knowledgeable of the fiscal reglementations?	Good
Is the top management aware of the importance to set up procedures to control corruption practices?	I don't know
Did the enterprise put in place the cartography of risks with regards to corruption (Sapin II in France)?	Yes
Did the enterprise set up procedures (accounting and controls) to reduce the risks of corruption?	Yes
Internally, has the enterprise put in place training sessions around the thematics of anti-corruption?	I don't know
Has the enterprise set up training sessions about anti-corruption, for its sub-contractors and partners?	I don't know
Are there regular checks to guarantee that all partners and subcontractors anywhere in the world respect children-rights?	I don't know
Are there regular checks and audits to guarantee that all partners and subcontractors respect human-rights?	I don't know
Has the enterprise set up procedures with all its partners and sub-contractors to guarantee that all respect non-discrimination with regards to gender equality?	I don't know
Has the enterprise set up necessary procedures to guarantee that no subcontractors hire refugees, slaves, or prisonners?	No
Are OECD Guidelines an internal tool of reference for compliance practices?	I don't know
Is the enterprise compliant to the OECD Guidelines with regards to hazardous chemical substances?	No

Has the enterprise identified subcontractors who are using hazardous chemical substances?	I don't know
Does the enterprise encourage partners and subcontractors to set up actions with regards to the risks of dispersion of chemical waste in the environment?	I don't know
Is the enterprise compliant to the OECD Guidelines with regards to water usage?	I don't know
Is the top management team aware of the importance of water management within the enterprise?	I don't know
Are there specific internal procedures with regards to water management?	No
Has the enterprise set up procedures to encourage subcontractors to improve water management actions?	I don't know
Does the top management team understand the importance of energy savings and carbon foot print reduction?	I don't know
Has the enterprise set up procedures to encourage partners and subcontractors to manage their energy reduction and carbon footprint reduction?	I don't know
Is the enterprise respectful of the delays of payment of suppliers' invoices?	I don't know
Did the enterprise put auditing procedures in place to guarantee the compliance to all the risks related above?	I don't know
Is the good of the commons a clear intention of the social object of the enterprise?	Yes
Is it a personal objective of the top manager to transform its enterprise into a "positive enterprise"?	I don't know

### **Risk sensitivity analysis**

What is the degree of sensitivity of the activity to changes inducted by Artificial Intelligence	I don't know
How sensitive is the activity to climate change?	Strategic
How sensitive is the activity to geopolitical changes?	Strategic
How sensitive are the enterprise's clients to climate change?	Strategic
How sensitive are the enterprise's clients to geopolitical changes?	Strategic
How sensitive are the enterprise's suppliers to climate change?	Strategic
How sensitive are the enterprise's suppliers to geopolitical change?	Strategic
Is the enterprise involved in any manner in countries with high-risk related to human rights?	Yes
Is the enterprise involved in countries with high-risk levels with respect to the rights of labor?	Yes
Is the country involved in any way (clients, subcontractors, partners) in countries with high-risk of corruption?	Yes
Does the enterprise entertain any relationships with public officers in foreign countries?	Yes
Is the enterprise in any manner involved in countries with high-risks related to children rights?	Yes
Is the enterprise directly financially involved in countries with high-risks of corrupted practices?	Yes
Is the enterprise involved in countries with high-risk of non-respect of environmental protection?	Yes
How important are millenials in the enterprise's recruitment?	I don't know
What is the share of the employee-base that will be impacted by Artificial Intelligence?	I don't know