

Press release
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Saur France joins forces with the French Civil Security (Sécurité Civile) through a national agreement to encourage its employees to volunteer as firefighters

On the 21st of November 2024, during the French Mayor and Local Authorities Exhibition (Salon des Maires et des Collectivités Locales), Saur France and the Directorate-General for Civil Security and Crisis Management (Direction Générale de la Sécurité Civile et de la Gestion des Crises - DGSCGC) signed a national partnership agreement. The agreement, formalised in the presence of Estelle Grelier, CEO of Saur France, Xavier Savigny, Group Chief Human Resources, Organization and Transformation for Saur, and Julien Marion, Director General of the DGSCGC, aims to encourage and support the commitment of Saur employees as volunteer firefighters (Sapeur-Pompier Volontaire - SPV) at national level.

A commitment to serving everyone

Saur France shares the values of solidarity and public service embodied by the French Civil Security (Sécurité Civile) and is strengthening its support for the 63 volunteer firefighters already in its teams and facilitating the recruitment of new volunteers. This national agreement replaces agreements previously concluded at departmental level, making it possible to unify and simplify the conditions of engagement for all Saur France employees. Thanks to this initiative, employee volunteers can be freed up during their working hours to carry out operational tasks or attend training courses, helping them to better reconcile their professional responsibilities with their civic commitments.

A strategic and essential partnership

Given the decline in the number of volunteers, this initiative responds to a crucial need: the volunteer firefighters represent 80% of the fire brigade's workforce and are indispensable, particularly in rural areas where they provide up to 80% of the responses. The scheme, which has already been tested locally, is now being rolled out nationwide, strengthening the links between Saur France and the French Departmental Fire and Rescue Services (Service Départemental d'Incendie et de Secours - SDIS).

Employees hired as volunteer firefighters provide Saur with valuable crisis management expertise and act as ambassadors for health and safety within the company. In return, their dual skills strengthen Saur's impact on the ground in the event of a crisis, to the benefit of local communities.

Estelle Grelier, CEO of Saur France: *"This agreement illustrates our recognition of the fire-fighters, who are real everyday heroes. By extending the departmental agreements into a national agreement, we are facilitating and supporting the commitment of our employees, and we hope that this initiative will inspire new vocations within the Group."*

Xavier Savigny, Group Chief Human Resources, Organization and Transformation for Saur: *"Encouraging our employees to become volunteer firefighters is a practical way of combining our social responsibility with our crisis management expertise. These commitments reinforce our culture of mutual aid and solidarity, while creating valuable synergies with the SDIS on the ground."*

Julien Marion, Director General of Civil Security and Crisis Management, Ministry of the Interior and Overseas France: *"Volunteering is a cornerstone of the French civil protection model. Volunteer firefighters ensure the best possible distribution of emergency services throughout the country, and are therefore essential in providing assistance to all our fellow citizens. Today, this model relies on the commitment of employers such as Saur, which has joined the 71 national partnerships set up by the Directorate-General for Civil Protection and Crisis Management to support volunteer firefighters".*

About Saur:

A pure player in water and essential services, the Saur group works to protect the environment in the areas it serves. Saur has always acted to offer the same quality of service to small towns, major cities and industrial companies, guided by its raison d'être: to give water back the value it deserves. Saur is present throughout the world: Cyprus, Finland, France, Italy, the Netherlands, Poland, Portugal, Saudi Arabia, Spain, the United Kingdom and the United States. Key figures for 2023: €2.1 billion in net sales, 9,200 local authorities and industrial customers under contract, 12,000 employees and 20 million consumers served worldwide.

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