

Indice de contenu Forum économique mondial pour BCE Inc., 2020

Cet index ci-dessous concerne les éléments suggérés pour divulgation par le Forum économique mondial (FEM). Bell soutient l'élaboration et l'évolution de ces normes et cherche à faire rapport sur des sujets qui correspondent à notre modèle d'affaires et à la réalité de l'entreprise.

Dans certains cas, les indicateurs suggérés par les lignes directrices ne sont pas applicables, ou l'information est considérée comme concurrentielle et n'est donc pas divulguée. À mesure que les lignes directrices évoluent, nos rapports sur les sujets abordés évolueront également.

INDICATEUR	DESCRIPTION	LOCALISATION
But directeur	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Rapport annuel , p. 10-21
Qualité de l'organe directeur	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	https://www.bce.ca/about-bce/governance Avis d'assemblée
Engagement des parties prenantes	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Notre but et approche responsabilité d'entreprise

Comportement éthique	<ol style="list-style-type: none"> 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region.a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption. A description of internal and external mechanisms for: 3. Seeking advice about ethical and lawful behaviour and organizational integrity; and 4. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity. 	<p>Code d'éthique</p> <p>Fiche d'information sur l'Éthique commerciale</p> <p>https://www.bce.ca/about-bce/governance</p>
Surveillance des risques et des opportunités	<p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p>Rapport annuel, p. 41-48</p>
Changement climatique	<p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p> <p>Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	<p>Rapport GIFCC sur les risques et occasions de BCE liés aux changements climatiques</p>

Perte de nature	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	Nous ne rapportons pas encore cet indicateur
Disponibilité en eau douce	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	Fiche d'information sur la consommation d'eau
Dignité et égalité	<p>Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).</p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.</p> <p>Ratios of standard entry level wage by gender compared to local minimum wage.</p> <p>Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.</p> <p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to:</p> <p>a) type of operation (such as manufacturing plant) and type of supplier; and</p> <p>b) countries or geographic areas with operations and suppliers considered at risk.</p>	<p>Rapport sur notre but et sur la responsabilité d'entreprise, p. 23-25</p> <p>Fiche d'information sur l'approvisionnement responsable</p>
Santé et bien-être	<p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.</p> <p>An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	<p>Rapport sur notre but et sur la responsabilité d'entreprise, p. 33-34</p> <p>Fiche d'information sur la santé et la sécurité</p>

Des compétences pour l'avenir

Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).
Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).

[Fiche d'information apprentissage et développement](#)

Emploi et création de richesse

1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.
2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.
3. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:
 - Revenues
 - Operating costs
 - Employee wages and benefits
 - Payments to providers of capital
 - Payments to government
 - Community investment
4. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.
5. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.
6. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.

[Rapport sur notre but et sur la responsabilité d'entreprise](#), p. 20, 27-28, 50

[Rapport annuel](#)

Innovation de meilleurs produits et services


Total costs related to research and development.

[Rapport sur notre but et sur la responsabilité d'entreprise](#), p. 56

Communauté et vitalité sociale

The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.

[Rapport annuel](#)



Si cette fiche d'information contient des déclarations prospectives, y compris, sans s'y limiter, sur nos perspectives commerciales, plans, objectifs, priorités stratégiques, engagements, ainsi que d'autres déclarations qui ne renvoient pas à des faits historiques, ces déclarations ne représentent pas une garantie de la performance ni des événements futurs, et nous mettons en garde le lecteur contre le risque que représente le fait de s'appuyer sur ces déclarations prospectives. Les déclarations prospectives sont l'objet de risques et d'incertitudes et reposent sur des hypothèses donnant lieu à la possibilité que les résultats ou les événements réels diffèrent de façon significative des attentes exprimées ou sous-entendues dans ces déclarations prospectives. Se reporter au plus récent rapport de gestion annuel de BCE Inc., mis à jour dans les rapports de gestion trimestriels ultérieurs de BCE Inc., pour obtenir plus d'information au sujet de ces risques, incertitudes et hypothèses. Les rapports de gestion de BCE Inc. sont disponibles sur son site web à bce.ca, sur SEDAR à sedar.com et sur EDGAR à sec.gov.