
PRESS RELEASE

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Saint-Gobain once again honors its young V.I.E. talents

The Group has distinguished the six winners of the 2020 Saint-Gobain Young V.I.E.* Talent Awards, all recent graduates from business and engineering schools and universities. Organized every two years, the contest recognizes talented young individuals whose international business placements have made a particularly strong contribution to Saint-Gobain’s international development and whose behavior illustrated one of the five managerial Attitudes promoted by the Group. A special “Trust-Empowerment-Collaboration” Award linked to the company’s transformation plan was also presented. For the first time, the event was 100% digital.

“We are very pleased to honor the winners of the Saint-Gobain Young V.I.E. Talent Awards and would like to thank them for the outstanding work achieved as part of their respective programs,” said Claire Pedini, Senior Vice-President, Human Resources and Digital Transformation. “They deserve particular recognition as they accomplished their program during the COVID epidemic and showed composure and considerable solidarity. I would also like to thank their mentors, who offer challenging and diverse assignments and ensure individual follow-up for each of the candidates throughout their placements. These mentors have consistently worked towards strengthening and optimizing our V.I.E. program,” she added.

Among the young volunteers from 17 countries having completed an assignment of at least six months between July 1, 2019 and July 1, 2020, 55 of them entered the contest. After reviewing their applications and the recommendations of their managers, 11 candidates were short-listed by the four Saint-Gobain Regions participating in the 2020 Awards. The final jury composed of Saint-Gobain senior executives awarded the following six prizes:

- The Cultivating Customer Intimacy prize was awarded to a customer prototype development assignment for the Group’s automotive activities, at first in the United States and then in Mexico.
- The Acting as an Entrepreneur prize was awarded to a marketing strategy analyst assignment in the United States for Saint-Gobain’s siding activities.
- A production-site development engineer assignment in the United States for the new dynamic glazing activity took home the Innovation prize.

*Volunteer for International Experience, also known as the French International Postgraduate Internship Program, is a program led by the French government agency BUSINESS FRANCE which offers young

French graduates an opportunity to gain their first professional experience abroad and helps promote the international development of French companies.

- The Being Agile prize was awarded to a junior lawyer assignment in the United Arab Emirates.
- The Building an Open and Engaging Culture prize went to a product life-cycle assignment in Mexico for the Group's flat glass activities.
- The special "Trust-Empowerment-Collaboration" prize was awarded to a process optimization engineer assignment in Sweden for Saint-Gobain's insulation activities.

Since the establishment of the V.I.E. program in 1985, Saint-Gobain has taken on more than 800 volunteers in 48 countries. Thanks to a close partnership with the Business France teams, Saint-Gobain has tripled the number of its V.I.E. contracts since 2014 (from 37 to over 100 in some years). The proportion of female volunteers has also risen strongly, with women now accounting for more than 45% of all V.I.E. participants. In 2019, nearly 50% of volunteers were hired at the end of the program.

Firmly committed to supporting the professional integration of the young generations, Saint-Gobain decided to maintain all its recruitment programs for young people, be they V.I.E. assignments, young graduate jobs or apprenticeship positions, with a view to facilitating their access to employment in today's COVID-impacted environment.

ABOUT SAINT-GOBAIN

Saint-Gobain designs, manufactures and distributes materials and solutions which are key ingredients in the wellbeing of each of us and the future of all. They can be found everywhere in our living places and our daily life: in buildings, transportation, infrastructure and in many industrial applications. They provide comfort, performance and safety while addressing the challenges of sustainable construction, resource efficiency and climate change.

€42.6 billion in sales in 2019
Operates in 70 countries
More than 170,000 employees

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