

People	2012	2013	2014	2015	2016	Footnote	GRI G4
Total staff (employees + contractors)	515	597	690	721	661	Growing use of the Workday People Information system since 2013 has enabled us to capture, verify and report significantly more People data year over year since our inaugural report. G4-23	G4-9
Staff by employment contract & gender							G4-10a,c,e
Employees (Male)	241	304	365	356	352		
Employees (Female)	136	157	170	164	152		
Total Employees	377	461	535	520	504		
Contractors (Male)	112	108	124	171	122		
Contractors (Female)	26	28	31	30	35		
Total Contractors	138	136	155	201	157		
Permanent employees by employment type & gender							G4-10b
Full-time (Male)	240	303	362	350	343		
Full-time (Female)	134	152	163	153	142		
Part-time (Male)	1	1	3	6	9		
Part-time (Female)	2	5	7	11	10		
Total workforce by region and gender							G4-10d
Australia - Male	54	62	62	65	63		
Australia - Female	9	13	13	15	15		
Total Australia	63	75	75	80	78		
Canada - Male	143	165	186	177	167		
Canada - Female	103	114	118	112	100		
Total Canada	246	279	304	289	267		
France - Male	109	125	137	152	123		
France - Female	41	46	50	47	48		
Total France	150	171	187	199	171		
Germany - Male			5	12	19		
Germany - Female			1	1	2		
Total Germany			6	13	21		
Netherlands - Male	52	65	94	114	91		
Netherlands - Female	4	7	16	16	17		
Total Netherlands	56	72	110	130	108		
United States - Male			5	7	5		
United States - Female			3	3	4		
Total United States			8	10	9		
Central & Eastern Europe - Male					6		
Central & Eastern Europe - Female					1		
Total Central & Eastern Europe					7		
Percentage of work performed by workers defined as self-employed	27%	23%	7%	6%	6%		G4-10e
Significant variations in employment numbers (e.g. seasonal changes)	None	None	None	None	None		G4-10f
Percentage of employees covered by collective bargaining agreements	29%	29%	27%	28%	28%	2015 restated to reflect total employees. 2016 includes collective agreements in FBU and GBU	G4-11
SOCIAL							

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Employment (based on full-time, permanent staff)						2014: Reporting full-time (FTE=1), permanent new hires, including conversions from contingent workers to full-time, permanent. Does not include FTE<1 permanent hires. 2015: Reporting full-time (FTE=1) and part time (FTE = 0.8 or 0.9), permanent new hires, including conversions from contingent workers to full time, permanent.	G4-LA1a
Number of new employee hires by age group, gender and region							
Australia: Male Under 30	1	2	8	0	0		
Australia: Female Under 30	0	0	0	0	0		
Australia: Male 30-50	3	3	3	0	0		
Australia: Female 30-50	0	0	0	0	0		
Australia: Male Over 50	1	0	2	0	0		
Australia: Female Over 50	0	0	0	0	0		
Canada: Male Under 30	3	6	13	1	0		
Canada: Female Under 30	2	5	5	1	3		
Canada: Male 30-50	13	23	22	2	0		
Canada: Female 30-50	8	15	11	4	6		
Canada: Male Over 50	4	4	5	2	1		
Canada: Female Over 50	5	4	9	1	0		
Central & Eastern Europe: Female 30-50					1		
France: Male Under 30	2	9	4	0	3		
France: Female Under 30	0	3	4	0	0		
France: Male 30-50	1	17	13	0	0		
France: Female 30-50	0	5	4	1	0		
France: Male Over 50	1	1	1	0	0		
France: Female Over 50	0	0	0	0	0		
Germany: Male Under 30			0	0	0		
Germany: Female Under 30			0	0	1		
Germany: Male 30-50			1	3	0		
Germany: Female 30-50			1	0	1		
Germany: Male Over 50			0	0	1		
Germany: Female Over 50			0	0	0		
Netherlands: Male Under 30	0	2	3	0	0		
Netherlands: Female Under 30	0	2	1	0	0		
Netherlands: Male 30-50	2	15	8	2	0		
Netherlands: Female 30-50	0	0	3	2	3		
Netherlands: Male Over 50	1	2	6	1	0		
Netherlands: Female Over 50	0	0	1	0	0		
United States: Male Under 30			0	0	0		
United States: Female Under 30			0	0	1		
United States: Male 30-50			2	3	0		
United States: Female 30-50			1	0	0		
United States: Male Over 50			3	0	0		
United States: Female Over 50			2	0	0		

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Rate of new employee hires by age group, gender and region						2012-2014: Used "total # staff" in denominator. 2015: Replaced with "total # employees" in denominator for consistency with AIF	
Australia: Male Under 30	33%	40%	70%	0%	0%		
Australia: Female Under 30	0%	0%	0%	NA	0%		
Australia: Male 30-50	19%	18%	11%	0%	0%		
Australia: Female 30-50	0%	0%	0%	0%	0%		
Australia: Male Over 50	90%	0%	10%	0%	0%		
Australia: Female Over 50	0%	0%	0%	0%	0%		
Canada: Male Under 30	38%	38%	58%	5%	0%		
Canada: Female Under 30	22%	36%	36%	11%	43%		
Canada: Male 30-50	17%	25%	20%	2%	0%		
Canada: Female 30-50	14%	21%	17%	7%	11%		
Canada: Male Over 50	13%	11%	13%	6%	4%		
Canada: Female Over 50	16%	12%	29%	3%	0%		
Central & Eastern Europe: Female 30-50					100%		
France: Male Under 30	18%	45%	17%	0%	17%		
France: Female Under 30	0%	43%	36%	0%	0%		
France: Male 30-50	30%	34%	21%	0%	0%		
France: Female 30-50	0%	19%	14%	3%	0%		
France: Male Over 50	30%	30%	2%	0%	0%		
France: Female Over 50	0%	19%	0%	0%	0%		
Germany: Male Under 30			0%	NA	0%		
Germany: Female Under 30			0%	NA	100%		
Germany: Male 30-50			13%	60%	0%		
Germany: Female 30-50			50%	0%	67%		
Germany: Male Over 50			0%	NA	200%		
Germany: Female Over 50			0%	NA	0%		
Netherlands: Male Under 30	0%	10%	50%	0%	0%		
Netherlands: Female Under 30	0%	0%	25%	0%	0%		
Netherlands: Male 30-50	14%	56%	20%	6%	0%		
Netherlands: Female 30-50	0%	0%	150%	29%	200%		
Netherlands: Male Over 50	30%	25%	32%	7%	0%		
Netherlands: Female Over 50	0%	0%	40%	0%	0%		
United States: Male Under 30			0%	NA	0%		
United States: Female Under 30			0%	NA	100%		
United States: Male 30-50			200%	100%	0%		
United States: Female 30-50			200%	0%	0%		
United States: Male Over 50			200%	0%	0%		
United States: Female Over 50			200%	0%	0%		
Employee turnover numbers by age group, gender and region							G4-LA1b
Australia: Male Under 30	0	0	2	0	0		
Australia: Female Under 30	0	0	0	0	0		
Australia: Male 30-50	1	5	1	1	0		
Australia: Female 30-50	0	0	0	0	0		

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Australia: Male Over 50	0	1	1	2	0		
Australia: Female Over 50	0	0	0	0	0		
Canada: Male Under 30	0	3	2	3	1		
Canada: Female Under 30	2	1	1	3	0		
Canada: Male 30-50	10	6	3	6	3		
Canada: Female 30-50	5	8	4	7	7		
Canada: Male Over 50	4	1	1	8	8		
Canada: Female Over 50	3	10	2	5	6		
Central & Eastern Europe: Female 30-50					0		
France: Male Under 30	0	1	1	0	0		
France: Female Under 30	0	0	1	0	0		
France: Male 30-50	2	5	1	0	1		
France: Female 30-50	0	1	0	0	0		
France: Male Over 50	2	4	2	3	1		
France: Female Over 50	0	0	0	1	0		
Germany: Male Under 30				0	0		
Germany: Female Under 30				0	0		
Germany: Male 30-50				0	0		
Germany: Female 30-50				0	0		
Germany: Male Over 50				0	0		
Germany: Female Over 50				0	0		
Netherlands: Male Under 30	1	0	0	0	0		
Netherlands: Female Under 30	0	0	0	0	0		
Netherlands: Male 30-50	0	0	3	2	5		
Netherlands: Female 30-50	0	0	1	0	2		
Netherlands: Male Over 50	2	0	1	0	2		
Netherlands: Female Over 50	0	0	0	0	0		
United States: Male Under 30				0	0		
United States: Female Under 30				0	0		
United States: Male 30-50				0	1		
United States: Female 30-50				0	0		
United States: Male Over 50				0	0		
United States: Female Over 50				0	0		
Employee turnover rate by age group, gender and region (percent, based on an average of the total numbers in each category, in accordance with industry standard)							
Australia: Male Under 30	0	0	40%	0%	0%		
Australia: Female Under 30	0	0	0%	NA	0%		
Australia: Male 30-50	7	30	6%	5%	0%		
Australia: Female 30-50	0	0	0%	0%	0%		
Australia: Male Over 50	0	9	10%	20%	0%		
Australia: Female Over 50	0	0	0%	0%	0%		
Canada: Male Under 30	0	25	12%	16%	7%		
Canada: Female Under 30	21	9	10%	32%	0%		
Canada: Male 30-50	13	7	3%	6%	7%		
Canada: Female 30-50	9	13	7%	12%	13%		
Canada: Male Over 50	13	3	3%	25%	28%		

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Canada: Female Over 50	10	31	7%	14%	20%		
Central & Eastern Europe: Female 30-50					0%		
France: Male Under 30	0	6	5%	0%	0%		
France: Female Under 30	0	0	14%	0%	0%		
France: Male 30-50	5	12	2%	0%	2%		
France: Female 30-50	0	4	0%	0%	0%		
France: Male Over 50	6	11	6%	9%	3%		
France: Female Over 50	0	0	0%	14%	0%		
Germany: Male Under 30				NA	0%		
Germany: Female Under 30				NA	0%		
Germany: Male 30-50				0%	0%		
Germany: Female 30-50				0%	0%		
Germany: Male Over 50				NA	0%		
Germany: Female Over 50				NA	0%		
Netherlands: Male Under 30	0	0	0%	0%	0%		
Netherlands: Female Under 30	0	0	0%	0%	0%		
Netherlands: Male 30-50	0	0	13%	6%	16%		
Netherlands: Female 30-50	0	0	50%	0%	67%		
Netherlands: Male Over 50	44	0	12%	0%	14%		
Netherlands: Female Over 50	0	0	0%	0%	0%		
United States: Male Under 30				NA	0%		
United States: Female Under 30				NA	0%		
United States: Male 30-50				0%	3%		
United States: Female 30-50				0%	0%		
United States: Male Over 50				0%	0%		
United States: Female Over 50				0%	0%		
Total Turnover Rate Globally			5.3%	8.0%	7.2%	2014 and 2015 formula corrected	
Net employment creation, permanent employees	15	72	109	-18	-16		G4-LA1
Parental Leave (includes maternity, paternity and parental leaves)						All Vermilion employees who experience the birth or adoption of a child are eligible for maternity, paternity and parental leave in accordance with local legislation	G4-LA3
Proportion of male employees entitled to parental leave by organizational policies %	100	100	100	100	100		
Proportion of female employees entitled to parental leave by organizational policies %	100	100	100	100	100		
Total proportion of employees entitled to parental leave %	100	100	100	100	100		
Number of male employees who took parental leave	1	1	6	5	7		
Number of female employees who took parental leave	4	9	16	4	5		
Total number of employees who took parental leave	5	10	22	9	12		
Number of male employees who returned to work after end of parental leave	1	1	6	5	7		
Number of female employees who returned to work after end of parental leave	3	9	9	6	5		
Total number of employees who returned to work after end of parental leave	4	10	15	11	12		
Rate of male employees who returned to work after end of parental leave	100%	100%	100%	100%	100%		
Rate of female employees who returned to work after end of parental leave	75%	100%	56%	100%	100%		
Number of employees still employed 12 months after end of parental leave							
Male					5		
Female					5		

People	2012	2013	2014	2015	2016	Footnote	GRI G4
Retention rate of employees still employed 12 months after end of parental leave						Retention rate new in 2016	
Male %					100		
Female %					100		
Training and Education - Employees							G4-LA9
Hours of Training - Male	3,419	4,297	12,074	6,054	7,363		
Hours of Training - Female	2,471	3,447	3,918	1,823	1,550		
Total Hours of Training - Employees	5,891	7,744	15,992	7,877	8,913		
Average Hours of Training per employee - Male	14	14	33	17	21	Calculations restated 2014-2015 to reflect average hours per total permanent employee	
Average Hours of Training per employee - Female	18	22	23	11	10		
Average Hours of Training - Total Employees	16	17	30	15	18		
Administration Staff Hours of Training - Male	940	1,051	1,156	479	575		
Administration Staff Hours of Training - Female	1,632	2,206	2,873	1,362	900		
Production Staff Hours of Training - Male	2,480	3,246	10,919	5,575	6,787		
Production Staff Hours of Training - Female	839	1,241	1,045	462	650		
Administration Staff Average Hours of Training - Male	17	5	17	18	8	2014 and 2015 average based on training hours per employee trained. 2016 calculation changed to per employee total.	
Administration Staff Average Hours of Training - Female	20	37	22	18	8		
Production Staff Average Hours of Training - Male	34	13	32	36	24		
Production Staff Average Hours of Training - Female	10	23	26	23	20		
Performance and Career Development							G4-LA11
% employees receiving annual performance and career development review - male			93%	94%	95%		
% employees receiving annual performance and career development review - female			94%	97%	90%		
Total employees receiving annual performance and career development review		44%	93%	95%	93%		