

Introducing the CVA Group

CVA, Consulting and Services in the plural

Founded in 2006 by technical experts to provide personnel specialised in petroleum geoscience, we are now a diversified Consulting and Services company.

5

entities

42M€

turnover

19

years in
business

200+

clients

Connect people with projects, worldwide

We delegate, recruit and intervene
all over the world.

70+

operating
countries

4

administrative,
technical and
commercial hubs.

BAYONNE

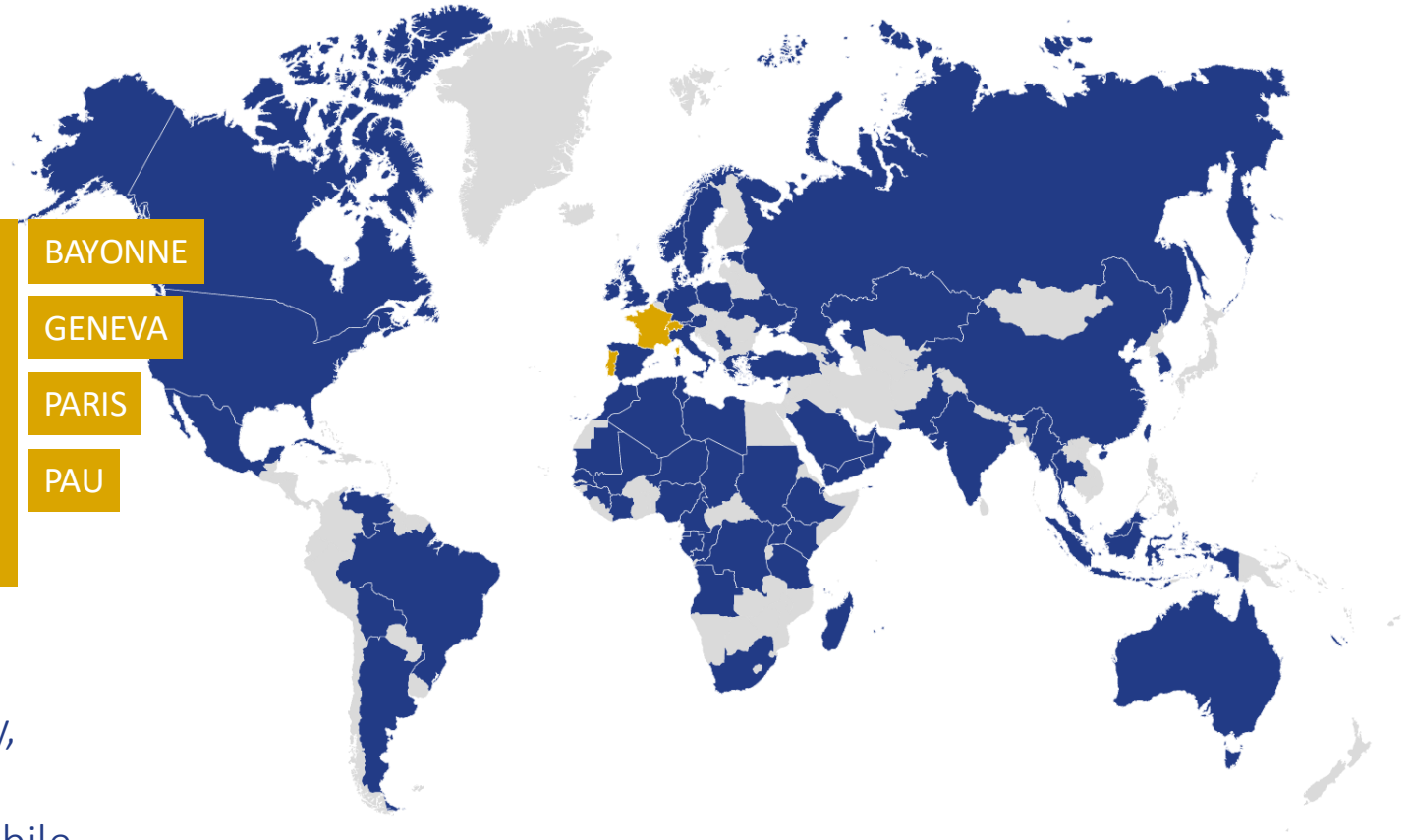
GENEVA

PARIS

PAU



To ensure efficiency and proximity,
our administrative services are
centralised and our teams are mobile.



Our range of solutions and expertises

Plural ways to meet your needs

TALENTS HUB			TECHNICAL EXPERTISE HUB		
TECHNICAL SUPPORT	RECRUITMENT AND HUMAN RESOURCES	TRAINING AND COACHING	CONSULTING, STRATEGY, ADVICE	ENGINEERING, R&D, INTEGRATED STUDIES	DATA ASSET MANAGEMENT
					
Bringing in the best profiles for expertise and skills requirements.	Supporting the development and management of your human capital.	Developing skills through our network of experts.	Providing insight and specific know-how to support projects and decision-making.	Supporting all or part of your projects and studies.	Organising, improving, preserving and ensuring the accessibility of your data.

Our range of solutions and expertises

Plural ways to meet your needs



Technical and industry-specific skills for optimum understanding of requirements.

Core businesses

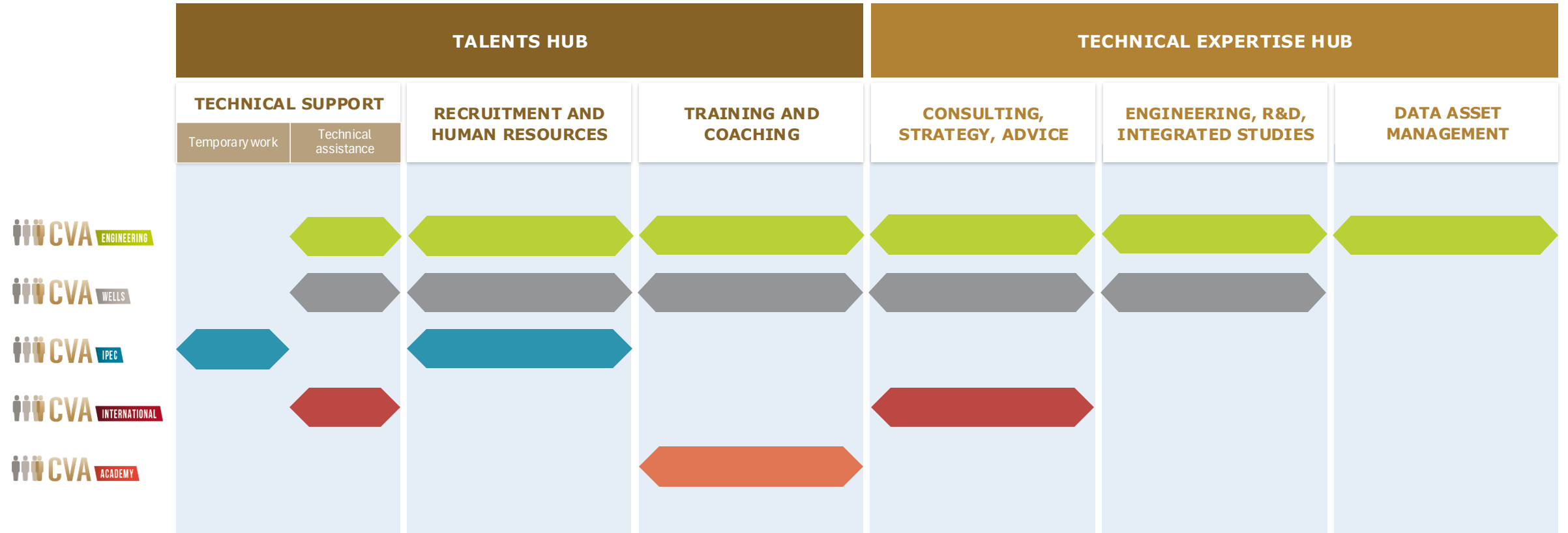


Fields of activity



Our range of solutions and expertises

Our entities deliver services tailored to every need.



TOUT A COMMENCÉ
DANS CE PETIT TROQUET
D'ARGENTEUIL...



Our backstory

For more than 18 years the CVA group has been growing and being enriched by encounters, opportunities and an eagerness to keep excelling and reinventing ourselves for our clients.

2005

« We've got it! »

It all begins with a discussion in a café: Etienne Cavallucci and Pierre Vinour, the C & V from CVA, have identified a growing need for recruitment and secondment of personnel specialised in oil & gas geosciences.

2006

CV Associés is created with a strong intention to make people central to every project.

Other needs emerge, notably in data management.

CVA Engineering is created.



2010

Creation of **CVA IPEC** through a merger with IPEC, a company specialised in secondment of personnel in the chemical process industry.



2011

Creation of **CVA International** to support our consultants in their missions abroad.





2016

Creation of **CVA Wells** with Greg Galdiolo to bring the same services and added value to the field of drilling and well services.



2018

Creation of **CVA Academy**, in association with Christian Seyve, to unite our network of experts and to promote a transfer of knowledge essential for future generations.



Diversification of activities through the creation of an **IT entity** and the development of the **Environment, Health and Safety** activity.



2020

Development of **new well services**: drilling fluids and waste management, mudlogging, well abandonment.

2021

Launch of the **earth2** initiative to promote underground hydrogen, an alternative for producing decarbonized energy. Proof of our commitment to using underground expertise to support ecological transition.

Committed to the success of your projects

Active listening, the human touch, a sense of service and excellence are at the heart of our approach.



Tailor-made approach, impeccable quality, continuous improvement, professionalism and involvement of our teams.



Availability, efficiency and swiftness in setting up and organising projects, **thanks to a dedicated team and contact person.**

Commitments to quality, health and safety and social responsibility (group and entities).



A humain and technical value chain

We place the utmost value on the men and women involved in CVA projects. They are at the heart of our activities and the guarantee of our success.



500+
employees

300+
experts



5000+
candidates

50+
partners



Our values and commitments

Guided by our sense of service and our quest for excellence, at CVA we do our utmost to support the success of your projects.

Instinct for...



ATTENTIVENESS



PEOPLE



INNOVATION

To be in A process of...



EXCELLENCE



EFFECTIVENESS



COLLABORATION

Commitment to...



SERVICE QUALITY



CONTROLLED COSTS



CONFIDENTIALITY

Our social responsibility

For 3 years, our Commitment to Social Responsibility (CSR) has continued to grow. Beyond any legal obligation, we have chosen continuous improvement, whether in matters of well-being at work, ecological transition, ethical and shared governance, inclusion and equality.

Going further in
the energy and
ecological transition



Putting people
at the heart of
our concerns



Promoting an
ethical and shared
governance



Innovating for
more equality
and inclusion



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H2NA PROJECT

Using our knowledge to accelerate the transition to a greener energy future

- Low-carbon energies (photovoltaic and wind power, natural H2, geothermal energy)
- Minerals for new technologies
- Underground storage (CCS, energy, waste)
- Drilling (long-term insulation, ecological additives, water recovery)
- CSR consulting and societal acceptability of projects.

Controlling and reducing the impact of our activities on the environment

- Responsible building management (consumption, sorting, purchasing, etc.)
- Green IT
- Participation in reforestation

Raising awareness of our employees

- Monthly newsletters, awareness-raising modules, webinars, national and local initiatives.



« CRAVATE SOLIDAIRE » COLLECTION



GREEN IT AWARENESS

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Promoting an
ethical and shared
governance

Shared CSR governance, led by a CSR Manager

- A COPIL made up of members of the executive board and employees defines the CSR strategy and its applications, arbitrates decisions and communicates them.
- A TASK FORCE made up of volunteer employees and managers explores and defines the major CSR orientations to be submitted to the COPIL.
- A working group dedicated to GREEN IT issues prioritises, monitors and steers the continuous improvement of all subjects related to responsible digital technology.

Ethical governance

- We apply the strictest ethical standards in the conduct of our activities and do not tolerate any form of corruption.

Membership of the United Nations Global Compact

- We participate in the French network whose mission is to support the implementation of the Agenda 2030 and the adoption of the 17 Sustainable Development Goals by the French business community.



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Organisation and working conditions

- We are committed to providing quality workspaces and common areas for our employees, as well as work tools adapted to their needs.
- We have opted for flexible working hours, offering our employees flexibility in the management of their working time.
- Teleworking time is offered on an individual basis, whenever the position allows.
- Changes in work organisation are discussed in collaboration between management, HR, the TASK FORCE RSE and the CSE.

Putting people
at the heart of
our concerns



AFTERWORK PAU

Employee information and awareness

- Raising awareness about workplace safety, health, individual rights, good working practices and social issues such as sexism and the right to be different is one of our major missions.
- Awareness-raising content is accessible during working hours via a dedicated external platform, and we encourage the organisation or participation in solidarity, environmental or mentoring initiatives, etc.

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No discrimination

- We exclude all forms of discrimination in recruitment and career development.
- Every manager, employee and partner is made aware of this in order to guarantee the natural and respectful inclusion of all people from diversity.

Gender equality

- Since 2016, CVA has made gender equality a major focus of its HR policy.

Combating harassment

- No form of intimidation, humiliation or harassment likely to violate dignity will be tolerated, regardless of the purpose of the harassment.

Policy in favour of the employment of people with disabilities

- The CVA Group is committed to deconstructing prejudices and stereotypes about disability by providing information and raising awareness among its employees, and participates in national initiatives.



Innovating for
more equality
and inclusion

Our social responsibility

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Employees at the heart of our approach.



TASK FORCE



« CRAVATE SOLIDAIRE »



DUO DAY



GREEN IT AWARENESS



BLOOD DONATION



WORLD CLEANUP DAY

0-9

3E INGÉNIEURS SÀRL
45-8 ENERGY

A.

ABD HOME SERVICE
ADERA
AD TERRA ENERGY
AIRLIQUIDE
ALLIANCE HIGH TECH
ANDRA
ANGLO AFRICAN OIL & GAS
AQUILA CONSEIL
AREVA
ARKEMA
ARVERNE DRILLING
ASSYSTEM
AXENS

B.

BEICIP-FRANLAB
BESTEC
BIBLIOTHEQUE NATIONALE
DE France
BLACK PEARLS CONSULTING
BLUE SPARK ENERGY
BOPS 64
BOREALIS CHIMIE
BRGM
BRIDGE ENERGIES
BUREAU GEOLOGIQUE
DE PROVENCE
BUREAU OF RECLAMATION
MID-PACIFIC REGION
BUREAU VERITAS

C.

CAIRN
CAYAMBE
CEMENTOS DE TUDELA VEGUIN
CEPSA E.P.
CESI
CFG
CGG
CHEMFOR
CHILEAN LITHIUM SALARS
CHUBB
CLARIANT SE France
CNIM
CONSEIL DES VINS DE FRONSAC

Our clients

We have won the trust of many industrial players,
from major groups to SME and MSME.

CONSORTIUM VERTIAZ
CORE ENERGY
CRUS DE SAINT-AMOUR
CSPG

D.

DOMAINE DES EPENEUX
DORIS
DRAKE & BART
DRILLSCAN
DRILLTEC GUT GMBH

E.

E.B.S ISOLATION
EDF RENOUVELABLES
EDF SA
EFF
EGIS STRUCTURES & ENVIRONNEMENT
EKIP
ENAGAS
ENEA
ENERGIA KARPATY ZACHODNIE
ENESOL GEOTHERMIE
ENGIE
ENTREPOSE DRILLING
EOLIENNES EN MER
ERDA CONTRACTORS
ES GEOTHERMIE
EUROPEAN GAS LIMITED
EXCELLENCE LOGGING

F.

FAFIEC / OPCI ATLAS
FONROCHE GEOTHERMIE
FORAGELEC
FORCE CONSORTIUM
FORZA PETROLEUM SERVICES
FOXTROT INTERNATIONAL
FV2B

G.

GAZANOR SAS
GEO.IMPACT
GEO4U GEOSCIENCES INTEGRATED
SERVICES LTDA
GEOPARTNERS
GEOPETROL
GEOSOND
GEOSTOCK
GEXPLORE
GOPA CONSULTANTS
GP INVEST
GPC INSTRUMENTATION PROCESS
GREEN LOGS

H.

HADES ENERGY
HOT ENGINEERING
HRH GEOLOGY

I.

IFP SCHOOL
IFP TRAINING
IMMOHYDRE
INEOS UK E&P
INGL
INNOVATION 4
CHEMICAL SOLUTIONS
INSTITUT DE PHYSIQUE
DU GLOBE DE PARIS
INVESTAQ ENERGIE
IPC PETROLEUM FRANCE
IRSN
ISRAEL MINISTRY OF ENERGY
IVRY HOLDING
IXSURVEY

K.

KAPPA OFFSHORE SOLUTIONS
KEM ONE

L.

LA FRANÇAISE DE L'ÉNERGIE
LAVIOSA FRANCE
LUNDIN NORWAY

M.

MARMI
MAUREL & PROM
MDE NORWAY
MINISTÈRE DU PÉTROLE DU GAZ
ET DES HYDROCARBURES
MM GROUP
MOKABI
MOUVOIL

N.

NAGRA
NEPTUNE ENERGY
NORTH OIL COMPANY
NORWOOD GLOBAL

O.

OBIZ INTERNATIONAL LLC
OIL & GAS GEENGINEERING
OILSERV
OMV
ORANO
ORIENT PETROLEUM

P.

PERENCO
PETROCI
PETROCO NIGER
PETRODEC
PETROFOR UK

PETROLEUM AGENCY
PIERRE FABRE DERMOS-COSMÉTIQUE
PRACC
PREMIUMVERBUND BAU
PRO EDUC CONSULTANTS

Q.

QAIR PREMIER ELEMENT

R.

RADAR TECHNOLOGIES
INTERNATIONAL
RAIGNEAU ET COMPAGNIE
RATP
REALTIMESEISMIC
REBORT COLL SERVICES
RECONNAISSANCE ENERGY AFRICA LTD
RED DRILLING & SERVICES GMBH
RÉGION GRAND-EST
REPSOL
ROBERT COLL SERVICES
ROUGIER GABON

S.

SAFRAN
SAIPOL
SARA
SAUR
SCHLUMBERGER
SEMM LOGGING
SETBO
SEQENS
SGS HORIZON
SGS NEDERLAND B.V.
SHE SA
SMART SEISMIC SOLUTIONS
SNIPEER OILFIELD
SNPC
SOBAA

SOBEGI
SOCIETE DE MAINTENANCE PÉTROLIÈRE
SOCIÉTÉ DU GRAND PARIS
SOFERP
SOFRECOM
SOFRESID
SOL ESSAIS
SOLEO SERVICES
SOURCE AUTOMATION
SPIE OIL & GAS SERVICES
SPPE FUBLAINES
STORENGY
STREAM OIL OWALI SA

T.

TECH ADVANTAGE
TEPF
TERÉGA
TERRACOTTA
TERRE DE SIENNE
THE WORLD BANK
TORQ INTERNATIONAL
TOTALENERGIES
TGITS
TOTALENERGIES PETROCHEMICALS
TOTALENERGIES RAFFINAGE
TS LUMIERE
TULLOW GROUP SERVICES

U.

UNIVERSITÉ DE LORRAINE
UNIVERSITÉ DE STRASBOURG
UNIVERSITÉ GUSTAVE EIFFEL
UNIVERSITÉ PARIS DIDEROT
UNIVERSITY OF ALBERTA
UNIVERSITY OF UTAH

V.

VALMET
VAR ENERGI
VELIGEO
VERMILLION
VICOM
VIENNE MINING
VNG NORGE
VOLKSWAGEN FINANCIAL SERVICES

Y.

YPFB CHACO

“Since 2006, we have been growing and being enriched by encounters, opportunities and an eagerness to keep excelling and reinventing ourselves for our clients.”

Thank you for your attention.