

OUR GOALS	OUR INDICATORS	SCOPE	REF	2011	2012	ACHIEVEMENTS 2012	OBJECTIVES 2013
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Being a committed player in sustainable engineering

Commitments	Qualitative	Group	Internal	Qualitative	Qualitative	
Innovation	Influence of R&D investments eligible for research tax credit (CIR)	Group	Internal	10 m€	14 m€	<ul style="list-style-type: none"> <li>Development and promotion of our SD charter</li> <li>Initial information on progress as part of the Global Compact.</li> <li>Participation in the work of Rio+20 (member of France Rio+20 club, Summit participation, stakeholder information) and that of the environmental conference.</li> <li>Egis as partner in more than 20 national applied R&amp;D projects.</li> <li>Active participation in numerous initiatives, including:                             <ul style="list-style-type: none"> <li>The Caisse des Dépôts working group looking at the «sustainable city»</li> <li>Institute for Research on urban resilience</li> <li>Consolidation of the roadmap for 5 R&amp;D programmes in European transport infrastructure Technology Platform (ETP)</li> <li>Co-management of the «Ensuring Energy Performance» project for the Plan Bâtiment Grenelle committee</li> <li>Participation in the «Réglementation Bâtiment Responsable 2020» working group.</li> <li>Publication of the second volume of the collection of «climate and energy» guides: resilience.</li> </ul> </li> </ul>

Strengthening relationships with stakeholders in areas where Egis operates

External partnerships	Qualitative	Group	Internal	Qualitative	Qualitative	
Dialogue with stakeholders	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> <li>The French Development Agency (AFD) welcomed as new external member (international vision) in the SD management committee - a total of 30 participants including 20 external members.</li> <li>Participation in Syntec Engineering's CSR club.</li> <li>Egis case studies shared on the resources platform: Critical Friends International, dedicated to encouraging dialogue with stakeholders (with Utopies and UniEthos).</li> <li>Contribution to Article 225 of France GBC's CSR reporting guide.</li> <li>Organisation of the RT2012 community on the Construction 21 site.</li> </ul>
Solidarity and corporate patronage	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> <li>Founding member of the Palladio Foundation.</li> <li>Support for the 30th international workshop on urban project management in Cergy Pontoise.</li> <li>Support for the Yishu 8 Foundation, House of Arts in Beijing.</li> <li>Launch of an energy efficiency competition by the Egis foundation for French and foreign students.</li> </ul>

Placing our employees at the heart of corporate governance to participate more strongly in its long-term performance

Opening of capital to employees	Group share held by employees via IOSIS* PARTENAIREs	France executive partners and mutual funds open to all employees	Internal	25%	-	Launch of partner circles.
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Strengthening internal due diligence, particularly in view of our ambitions for international growth

Business ethics and anti-corruption	No. of people trained in anti-corruption, criminal risk and business practices	Group	S03	Not measured	95 managers trained from 2008 to 2012	<ul style="list-style-type: none"> <li>Creation of a network of Ethics correspondents (12 subsidiaries represented).</li> <li>Introduction of a steering committee for the Ethics policy and of an Ethics Committee.</li> <li>Continuation of Ethics training (network of Ethics correspondents).</li> <li>Strengthening of existing procedures and audits on their application.</li> <li>Membership of the Business Ethics Forum.</li> </ul>
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Meeting our customers' expectations in the best way possible

Customer Satisfaction	Number of Egis companies listed as ISO 9001 certified	Group	Internal	17 companies (engineering)	45 companies representing 84% of turnover	<ul style="list-style-type: none"> <li>Creation of a CSR observatory</li> <li>Key Accounts Initiative.</li> </ul>
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Extra-financial Reporting – 2012 Indicators

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Contributing to the development of local employment

Emplois locaux	Local employment rate	All Egis companies located abroad	EC7	99%	99% of 2520 people
	Proportion of executives originating from the region they operate in			67%	70%

Opening of new offices - in developing areas. Acquisitions in Brazil, Great Britain, Morocco.

Working with communities

Actions in favour of residents and local populations	Qualitative	Group	Interne	Qualitative	Qualitative
					<ul style="list-style-type: none"> <li>Development of a methodological guide for assessing the social impacts of major mining projects in emerging countries.</li> <li>A set of projects in Cameroon has obtained the CSR Pioneers prize in Africa.</li> </ul>

Extra-financial Reporting 2012 Indicators

OUR CHALLENGES

ECONOMIC AND GOVERNANCE

ENVIRONMENTAL

SOCIETAL

SOCIAL



Egis has embarked on a proactive approach to extra-financial reporting. We adapt and fine-tune it every year, as our business activities and our operations develop.

The tables in this document bring together the main consolidated points. They are organised into challenges (4), broken down in goals (14), illustrated by indicators (over 30) and achievements.

It is a way of ensuring we keep to our commitments, by encouraging questions and suggestions from our stakeholders.

For more details, see the 2012 CSR Report at [www.egis-group.com](http://www.egis-group.com)



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Extra-financial Reporting – 2012 Indicators

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<b>Providing a positive environment and attractive working conditions for our employees</b>							
Jobs	Total number of permanent staff	France excl. operators	LA 1	4 541 pers.	4 559 pers.		<ul style="list-style-type: none"> <li>Enhance the internal &amp; external strengths shown by the barometer in a «HR identity».</li> <li>Creation of an action plan to address areas for improvement highlighted by the social barometer.</li> <li>Implementation of an action plan to strengthen professional mobility and internal transfers.</li> </ul>
	Time at company (years)	France Permanent staff	Internal	9,47	9,20		
	Average age (years)			39,87 yrs (excl. lossis*)	40 ans		
	Staff turnover (incl. resignations)		LA 2	263 pers, ie. 7.9% (3.8%)	350 pers or 8.02% (resignations 4.2%)	New social barometer for 4600 France employees, 1st edition for 1200 employees of international subsidiaries. Good participation rate: 71% abroad and 65% in France (up 5% compared to 2010).	
Work organisation	% of part-time employees	France	LA 1	9,15%	8,30%		
	Average part-time			78% (excl. lossis*)	76,5%		
Internal mobility	Number of inter-subsidary transfers	Group	Internal	49 transfers (excl. lossis*)	75 transfers		

OUR SOCIAL CHALLENGES

Developing the skills of our employees

Training	Percentage of employees trained	France	Internal	57% (excl. lossis*)	65%		Further development of the Egis Campus Corporate University with the launch of commercial training abroad.
Careers	Average duration of a training course		LA 10	Approximately 14 hours	Approx 13 hours		<ul style="list-style-type: none"> <li>Launch of Egis Campus: deployment of two courses (customer excellence, complex project management).</li> </ul>
	Number of career interviews	France	LA 12	Approx. 600 career interviews	EApprox. 400 career interviews		

Ensuring the safety and health of our employees, everywhere

Health and Safety of employees	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> <li>Increasing importance of the function dedicated to the safety of employees working abroad in a difficult environment - Strengthening of the support process by country.</li> <li>Creation of a Buildings H&amp;S Manager position for the safety of employees on our French sites.</li> </ul>	Continuation of safety audits on sites in France.
	% of employees covered by a collective agreement	France	LA 4	100 %	100 %		
Social Relations	% of employees covered by a HSC		LA 6	75 %	84,5%		<ul style="list-style-type: none"> <li>Discussions on the implementation of a Corporate Health &amp; Safety policy.</li> <li>3 new OHSAS-certified companies.</li> </ul>
	Proportion of Egis companies listed as OHSAS or MASE certified	Group	Internal		10 companies representing 20% of turnover	Preparation of OHSAS certification for 3 new companies.	

Developing social dialogue

Agreements	Number of collective agreements signed	Group	Internal	26 agreements (3 for the group)	25 agreements (8 for the group)	<ul style="list-style-type: none"> <li>Two main agreements:</li> <li>Agreement on employee profit sharing.</li> <li>New agreement on gender equality.</li> </ul>	Renewal of the agreement on strategic workforce planning.
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Respecting and promoting equality and social diversity

Disability	Employment rate of persons with disabilities	France	LA 13	1,76 (excl. lossis*)	1,63%		<ul style="list-style-type: none"> <li>Introduction of an obligation to systematically use the protected work sector for specific services.</li> <li>Feminisation of the Executive Committee</li> <li>Discussions on the introduction of a working group for diversity.</li> </ul>
Older workers	Employment of over-55s	France	LA 13	12,99 (excl. lossis*)	13,80%		
	Proportion of women in governing bodies	Group	LA 13	Egis Board: 3/9 Egis Comex: 0/9 Egis Codir: 2/31	Egis Board: 4/9 Egis Comex: 0/9 Egis Codir: 2/31	<ul style="list-style-type: none"> <li>Launch of a campaign for the recognition of disability.</li> <li>Publication of a handbook to explain the concept of disability, and a brochure with a list of service providers in the protected sector.</li> <li>Egis Board of Directors: 4 women out of 9 members.</li> <li>Renegotiation of gender equality agreements.</li> </ul>	
Gender equality	M/F ratio of gross base salary	France	LA 14	Execs: 0,79 Non-execs: 0,98 (excl. lossis*)	Execs: 0,80 Non-execs: 0,96		

Extra-financial Reporting – 2012 Indicators

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<b>In our operation: reducing our direct environmental impacts</b>							
Internal environmental policy	Number of Egis companies listed as ISO 14001 certified	Group	Internal	9 companies (engineering)	28 companies representing 51% of turnover		<ul style="list-style-type: none"> <li>Link with the health and safety policy.</li> <li>Increased reliability of environmental reporting (Procedures and instructions in the management system, internal audit of the vehicle policy, etc.)</li> <li>Continuation of efforts to reduce our direct environmental footprint and implementation of a tool to visualise the footprint.</li> </ul>
Sustainable use of resources	Electricity consumption & purchase of heating & cooling	French sites	EN 3	12,427 MWh, or 0.12 MWh/m²	10,406 MWh, or 0.10 MWh/m²	Deployment of an environmental data collection scheme for French sites (65% of employees covered, formalisation of identification data sheets).	
	Consumption of mains water		EN 8	30,644 m3 or 6.75 m3/pers	27,526 m3 or 5.99 m3/pers	Carbon Assessment of 3 companies (Générale 2 Requirement)	
Pollution and waste management	Paper purchases and the percentages of which are eco-friendly		EN1 EN2	145 tonnes, 65% of which is green, i.e. 32Kg/pers	125 tonnes, 68% of which is green, i.e. 27Kg/pers	«Bike Challenge» Trophy won with more than 2700km covered by Lyon employees during Mobility Week.	
	Production of sorted and recycled non-hazardous waste	excluding computer waste	EN 22	607 tonnes including 26% material recovery and 50% heat recovery i.e. 134kg/pers	562 tonnes incl 25% material recovery and 44% heat recovery, i.e. 122kg/pers	Launch of a third Corporate Travel Plan, on the Nantes site.	
Climate Change	Energy - direct and indirect GHG	linked to fixed sources of combustion & heat transfer fluids	EN 16	Direct: 150 t. eq CO2 Indirect: 963 t. eq CO2, or 245 kq eq CO2 / CO2/pers.	Direct: 130 t. eq CO2 Indirect: 813 t. eq CO2, or 205 kq eq CO2 / pers.		
	Travel - GHG emissions from our main corporate trips	Cars and travel agency review (train, plane) - partial scope	Internal	Not collected	11,550 t. eq CO2 Approximately 4teq CO2/pers.		

In our customers' projects : facilitating the expected economic and social benefits for local areas by controlling environmental impacts

Solutions with specific SD benefits	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> <li>Selection of projects won or delivered in 2012 whose sustainability has been recognised:</li> <li>Majunga tower in La Défense, winner of the 2012 BREEAM Awards.</li> <li>Collective housing in Monbazon, 1st prize-Habitat Bleu Ciel Trophies.</li> <li>The Parc de la Sablière, in La Gareme Colombes, gold prize winner at the Victoires du Paysage</li> <li>Delivery of France's first positive energy stadium, in Le Havre.</li> <li>Combating erosion by planting vetiver in Brazzaville, Congo</li> <li>Winner of the European RoadApt project on adapting roads to climate change.</li> </ul>	<ul style="list-style-type: none"> <li>Creation of two Business Lines aiming to offer an integrated package with regard to two key areas of sustainable development:</li> <li>Energy,</li> <li>My City by Egis, an international urban package</li> </ul>
Quantification of Egis's leverage	Qualitative	Engineering	Internal	-	Qualitative	<ul style="list-style-type: none"> <li>Working group aiming to objectify the SD value of our engineering services.</li> <li>Identification of possible methods in the different fields to reduce negative externalities. Estimation of potential gains.</li> </ul>	Continued feedback on projects to better quantify leverage.

OUR ENVIRONMENTAL CHALLENGES