

Compliance with the Global Compact An Egis commitment

The Global Compact is a UN initiative that was launched in 2000. It encourages businesses worldwide to adopt a more socially responsible attitude. Members undertake to actively implement and promote simple principles relating to human rights, international labour standards, the environment and the fight against corruption.

Since November 2011, Egis has committed to bringing its development strategy and operations in line with the ten principles of the Global Compact. Each year, Egis reports on the actions taken and progress made.

To find out more, see the Communications on Progress (COPs) and the Egis CSR reports, which have included the COPs since 2012, at <http://www.egis-group.com>

HUMAN RIGHTS

- > Support and respect the protection of internationally proclaimed human rights.
- > Make sure that they are not complicit in human rights abuses.

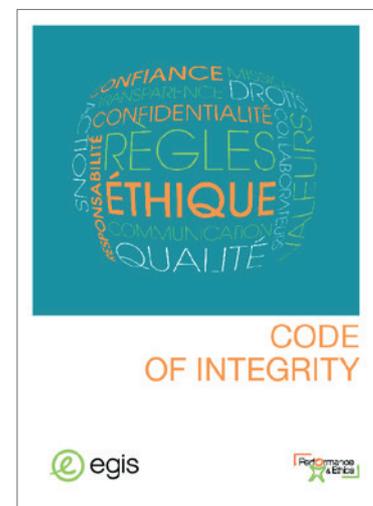
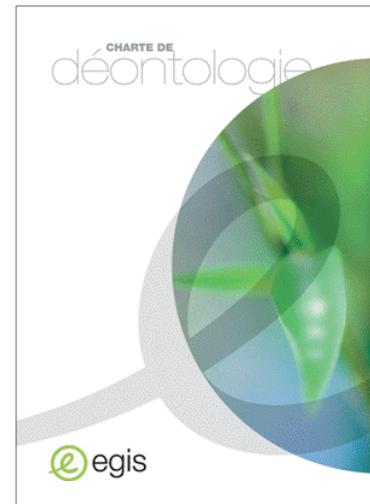
Our policy & commitments

- > **Respect for human rights is a fundamental principle at Egis.**
- > Our Sustainable Development Charter is based on the Universal Declaration of Human Rights, the key conventions of the ILO, OECD guidelines, and the ten principles of the Global Compact
 - **Each employee** must refrain from any form of behaviour which could lead that person or other employees, or his or her company or the Egis Group into illegal or unfair practices
 - **Each employee** must comply with local laws and regulations in the countries where they work

Since joining the Global Compact, no judgment of a breach of human rights, court order or fine, or any other event has been reported

Our actions

- > **Ethics and compliance with basic human rights: the Ethics and Compliance charter** (the group's ethical values, the rules to be observed with regard to quality, loyalty, integrity, respect for employees, and sustainable development) and the **Code of Integrity** stipulate the major rules that Egis has laid down for all issues of integrity and business ethics;
- > **Risks related to countries of business:** a risk analysis on an international scale has helped to inform commercial decisions for projects in countries at risk (analysis of the country, but also potential partners);
- > **Health and Safety at Work:** particular attention is paid to ensuring the continued physical and moral integrity of our employees and service providers:
 - Signing of collective agreements,
 - A HR role exclusively dedicated to the safety and security of employees working abroad, and the introduction of a network of safety partners in countries at risk,
 - Health and Safety certification via the MASE or OHSAS 18001 for a quarter of the group's activities,
 - Creation of a partnership with EUROP ASSISTANCE to guarantee medical aid for employees during business trips abroad and repatriations,
 - A contract with International SOS that provides every employee with safety advice and information when travelling abroad. Contact 24/7.
- > **Community involvement:** opportunities for community investment schemes, solidarity initiatives.



LABOUR

- > **Uphold the freedom of association and the effective recognition of the right to collective bargaining;**
- > **Eliminate all forms of forced and compulsory labour;**
- > **Ensure the effective abolition of child labour;**
- > **Eliminate discrimination in respect of employment and occupation.**

Our policy & commitments

- > The skills and motivation of employees are what drives the Group's performance.
- > In light of this, several mechanisms guarantee the rights of employees, mainly focused on labour law, working conditions, equal opportunities, and professional mobility.

Since joining the Global Compact, no judgment, court order or fine has been reported regarding an obstruction of the freedom of association, refusal of the right to negotiations, the use of forced or compulsory labour, child labour or discrimination with regard to employment or work

Our actions

- > **Basic principles and labour law:** the formalisation of principles relating to labour law in our management system, applied through procedures, instructions and notes; a **contractual commitment** not to use undeclared work, which also applies to our subcontractors, 100% of employees (across France - Syntec Engineering) are covered by a **collective agreement**;
- > **Due diligence:** compliance with the Public Procurement code, the French Labour Code and local regulations for our international contracts;
- > **Diversity:** the group prohibits any discrimination, during recruitment or promotions: gender equality, employment of older workers, employment of disabled workers;
- > **Social dialogue:** regular meetings with trade unions and employee representatives, work on the Group framework for labour relations and employment;
- > **Employee Shareholding:** the sale of 25% of Egis's capital to "partners" in senior management as well as to all French employees via a collective employee shareholding plan.

ENVIRONMENTAL PRINCIPLES

- > **Support a precautionary approach to environmental challenges;**
- > **Promote greater environmental responsibility;**
- > **Encourage the development and spread of environmentally friendly technologies.**

Our policy & commitments

The environment is at the heart of all our business activities. To help its customers, Egis continuously develops a wide range of services for understanding, assessing, mitigating and offsetting the environmental impacts of its projects.

The core business of several of its subsidiaries specifically addresses environmental issues.

Since 1996, the Group's Ethics and Compliance Charter has made protecting the environment a key aspect of its policy, whether in the projects managed by Egis, or in its internal operating rules (ecological footprint).



Our actions

- > Creation of an online platform "**Empreinte à la trace**" (tracing our footprint) which helps to visualise the ecological footprint of our main sites and to promote good environmental practices
- > **Eco-responsible actions:** recycling our waste, saving water and power, using FSC paper, developing sorting and recycling systems, raising awareness of eco-actions, managing sites by grouping together staff and controlling direct environmental impacts, as well as creating a General Resources Division;
- > **Protecting the environment in our projects:** R&D investments, investment in eco-design, active participation by the group in national and European research projects and in the major projects of the Investissement d'Avenir programme, monitoring of environmental regulations, and the creation of Guides to Energy and Climate Interaction;
- > **Development of new services and industrialisation of products** to speed up energy and ecological transition
- > **Networking/Discussions and teamwork:** creation of an Environmental business community, as well as tools and methods for encouraging dialogue and building the future together with our stakeholders (Tendem Empreinte®);
- > ISO 14001 **certifications** for almost half our business activities, signing of the HQE® Performance charter;
- > **Establishment of a Biodiversity Action Plan.**

Egis has won several awards for its environmental services:

- 1st prize by the French Sustainable Development Committee of the World Road Association in France,
- 1st prize in the “Landscape and Biodiversity” category in the IDRRIM contest
- Tour First in Paris given a prize at the MIPIM Awards, winner of the BREEAM Awards: best international environmental performance for the Majunga tower project.
- The “Biodiversité et entreprises” (Biodiversity and Businesses) grand prize for its Éco-Cavalier

FIGHT AGAINST CORRUPTION

Work against corruption in all its forms, including extortion and bribery.



Our policy & commitments

A zero tolerance requirement with regard to corruption.

- > Strict compliance with ethical and professional integrity: Egis is a group built on ethical values, transparency, quality, respect and integrity. These values are the basis of our reputation and represent our ethical capital;
- > Implementation of the Ethics and Compliance charter and the Code of Integrity, addressed to each employee;
- > Establishment of a specific organisation including the creation of:
 - an Ethics Committee (under the authority of the CEO), which defines and implements the ethics policy,
 - a Steering Committee that guides and oversees the development of the prevention strategy,
 - and a network of ethics correspondents.
- > Definition of an Ethics programme with a commitment from the top, as well as risk analysis, a policy and rules, due diligence, communication and training, and monitoring of progress actions.

Our actions

- > **Risk analysis:** the analysis of project risks includes a section on country risk (safety, solvency, corruption, etc.);
- > **Use of specialist databases** providing information on people who have been prosecuted for matters of business integrity, This tool alerts us to potential problems when preparing business decisions;
- > **Implementation of an anti-money laundering initiative**, including a search for people who have been politically exposed;
- > **Training on anti-money laundering and criminal business law.**



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