

20



CORPORATE SOCIAL RESPONSIBILITY
Our 2017 highlights

Our economic and governance challenges

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Being a committed player in sustainable engineering					
Commitments	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Signature of the Shift Project manifesto to "decarbonise" Europe (the Shift Project is a think tank striving for an economy free of the carbon constraint). • Reflections on the key elements of the new 2018-2020 CSR road map, based on three priorities: the Egis offer with regards the 2°C Target, the consideration of the UN Sustainable Development Goals, the broadening of the scope of our CSR policy worldwide (in this edition of the report, several indicators from our Brazil subsidiary have been added - in italics in the indicators columns). • Publication of a charter on Psychosocial Risks that defines the Group's commitments, defines the risks, specifies each person's role in confronting these phenomena, the actions taken and the indicators (France perimeter) • Signature of a charter to support employees affected by cancer and to promote health. (France perimeter) • Publication of an HR charter to standardise managerial practices on a global scale. • EET (Ecological and Energy Transition) at the heart of the Group's 2018-2020 strategic objectives (control of building energy efficiency, urban energy, regional energy autonomy, biodiversity/preservation of natural resources, etc.).
Innovation	The amount of R&D investments eligible for French research tax credit (CIR)	Group	€16 m	€17 m	<ul style="list-style-type: none"> • Research & Development (R&D) is essential in the development of Group activities. Once again this year, the amount allocated to investments in R&D has increased. Our innovation policy is structured around five main focus areas: <ul style="list-style-type: none"> - Sustainable infrastructures and related services for connected and 'seamless' mobility - Energy conservation, renewable energy and the climate change adaptation, working resolutely towards the 2°C pathway - Protection of biodiversity and preservation of natural resources - The sustainable, inclusive, smart, desirable and resilient city - Digital engineering, artificial intelligence, Big Data and the Internet of Things (IoT) aiding the performance of our clients' projects and of users of the structures we design and operate • Egis and the Icade group, with the support of the Caisse des Dépôts, founded the start-up Cycle Up, a marketplace connecting actors involved in the reuse of construction materials. This digital circular economy solution will be implemented across the Olympic Village at the Paris 2024 games. • The new innovation dynamic committed to in 2016 was consolidated: <ul style="list-style-type: none"> - The first Ideathon was organised to stimulate innovation: 12 projects competed against each other. Tàn, a platform supporting carbon neutrality, is the winner of this first edition. - Involvement of young employees in the innovation process, with the "New Bees team", the role of which is to challenge the different projects and to bring the perspective of the young generation on emerging business models and new working methods - Trialling of a scheme to support innovations in the excavation phase: the Tiger Teams • Membership of the CLUB de Paris des directeurs de l'innovation (Paris CLUB of innovation directors)
Strengthening relationships with stakeholders in areas where Egis operates					
External partnerships	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Continuation of targeted partnerships, including on energy, climate and biodiversity topics, and particularly: <ul style="list-style-type: none"> - Renewed membership of CEEBIOS (the European Centre of Excellence in Biomimicry at Senlis); of the Nature 2050 programme from CDC Biodiversity (within this programme, Egis is taking part in B4B+ club working groups to develop a Biodiversity footprint indicator); Egis is a founding member of the Low Carbon organisation; read about all of our partnerships at www.rse-egis.fr/en • On the subject of mobility: <ul style="list-style-type: none"> - Various partnerships have been signed by Egis Easytrip Services (operating under the Easytrip and Transpass brands, provides a whole range of mobility services for road users): with Free2Move, the PSA brand dedicated to mobility, in the roll-out of its offer of on-board services, with the car manufacturer Kia to make the KiWhi Pass@ solution available to customers, enabling them to access a vast network of fast-charge terminals across France, with the Dutch start-up Route 42, to offer a new "Connected Vehicle" service, with Bouygues Énergies & Services to open up networks of charging terminals to drivers of rechargeable electric and hybrid vehicles who have a KiWhi Pass@ card. - A partnership with Eiffage Énergie, the City of Lyon, Sytral and Keolis, to trial road sharing in Lyon with a view to improving traffic flow: the first "dynamic" bus corridor. Along a 350-metre stretch, the road is reserved to buses when they are passing; vehicles are free to travel along it the rest of the time.

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Strengthening relationships with stakeholders in areas where Egis operates					
Dialogue with stakeholders	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> Egis maintains good relationships with its key stakeholders, owing to its business sectors and their need to be open to other external players. The need for a general understanding of the issues, for definition and for co-construction has led the Group to see dialogue as central to its governance. Here are a few examples: <ul style="list-style-type: none"> - Audition by a French Senate inquiry committee on the reality of compensatory measures on infrastructure projects, projects integrating anticipatory measures, preliminary studies, conditions of completion and their monitoring over the duration - Mobilisation for the "Assises de la mobilité" mobility forums (following the national consultation launched in September 2017 by the Minister of Transport, Elisabeth Borne (France), with all actors from the transport sector and citizens). Through Syntec-Ingénierie (French union of research and consultancy companies) Egis actively contributed to the engineering "position paper". Fourteen proposals were presented relating particularly to governance, financing methods and concrete actions enabling the development of a truly multimodal transport offer. - Contribution to the Vade-Mecum to support the design and construction of wood-construction residences) published by Adivbois, with which Egis is a partner (Adivbois is a French association which promotes the wood construction) - Contribution to the development of a study devoted to BIM (Business Information Modeling), published by Eyrolles (a French publisher) = "Le BIM éclairé par la recherche-Modélisation, collaboration & ingénierie" ("BIM enlightened by research -Modelling, collaboration & engineering" – a french version book). Egis also has many partnerships. Examples of key contributions: The Palladio foundation, the Sustainable Building Plan (Plan Bâtiment Durable), Building Smart International, Medi@construct, the Syntec-Ingénierie engineering federation, the College of Sustainable Development Directors, the Saint Quentin in Yvelines Climate and Energy Club, BBCA (Low Carbon Building Association), the Oui Au Bois and ADIVbois associations (two associations which promote the woodconstruction), Certivea engineering consultancy (the reference regarding evaluation and certification), R20 (Regions of Climate Action, a NGO which finances and develops green infrastructure projects), Business Clusters, the AIPCR (World Road Association). Egis consolidates customer satisfaction surveys at Group level each year. The Egis Sustainable Development (SD) Steering Committee meets twice a year and is composed of internal spokespeople and external parties recognised across the different fields of SD relating to our activities. The aim is to provide a critical and constructive opinion on our solutions and the responses we bring to SD issues or to debate dilemmas that we face during our operational projects. In 2017, four subjects were debated: the low-carbon city, wood construction (buildings), energy-positive motorways, self-consumption energy projects at local level.
Solidarity and corporate patronage	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> Day-to-day, various programmes enable employees to be involved in solidarity action and to launch eco-responsible initiatives, both in France and worldwide. Here are a few examples: <ul style="list-style-type: none"> - Continuation of the skills sponsorship with the "Nos Quartiers ont des Talents" French association (NQT, or "Our Neighbourhoods Got Talent") 57 young people sponsored in 2017. - Skills sponsorship operations: In France, contribution to the restructuring project for the new Médecins Sans Frontières head office + continuation of the renovation of a housing site for the Samu Social (NGO providing direct social and medical assistance in the streets) + 2 sponsorships organised by Routalis (A28 motorway operating subsidiary) where some employees gave their time to the french NGO, Secours Populaire (which acts against the poverty and the exclusion in France and in the world), while others maintained footpaths close to the motorway to enhance the region's tourist appeal. - In Brazil, teams were mobilised against breast and prostate cancer. They organised fundraising campaigns for the most disadvantaged (clothes and food products). They contributed to the environmental project run by the Federal University of Rio de Janeiro to replant native trees from the Mata Atlantica primal forest. - In Cameroon: mobilisation for the Promhandicam organisation, for disabled children. - In Qatar, organisation of a blood donation rally. - In Portugal: collection of toys and clothes for the Red Cross, for the people affected by the forest fires. - In the Philippines: campaign planting trees along the motorway in South Manila. - In Mexico: Following the terrible earthquake that struck Mexico on 19 September, Egis joined a support campaign organised by the French Ambassador to Mexico. - In India, Egis renewed its support for the NGO "Salaam Baalak Trust" to fund a nutritional programme for children at the Aasra centre. - The Egis Foundation supported students from the Villebon Charpak Institute + the NGO Entrepreneurs du Monde (supports microfinance programmes) on the Pteah Baitong project (programme facilitating access to energy for populations experiencing energy poverty in isolated areas of Cambodia) + support for Cergy workshops (preparation of a workshop on the SD of the Greater Ouazazate region in Morocco + support for the CODATU organisation (supporting Masters-level training in Rabat (Morocco) and Lomé (Togo) to train the future urban mobility managers in Africa). - On the occasion of 20 years of the Egis brand, three days celebrating the Values of Egis (Responsible, Human and Creative) were organised across the globe with solidarity events, poster campaigns on the CSR actions and solutions developed by the Group, a CSR game for tablets and smartphones with the added bonus of, for every 50 logins, a financial contribution donated to the French Nature2050 programme (a programme to restore biodiversity and help regions to combat climate change).

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Placing our employees at the heart of corporate governance to participate more strongly in its long-term performance					
Opening up of capital to employees	25% of the share capital owned by employees	France Executive partners (Iosis Partners) and FCPE mutual funds open to all employees	- Executive partners (Iosis partners) 19% - Employee FCPE mutual fund: 6%	- Executive partners (Iosis partners) 19% - Employee FCPE mutual fund: 6%	<ul style="list-style-type: none"> Egis's capital model is unique in the engineering and construction sector: 75% of the company's capital is held by the Caisse des Dépôts, with the remaining 25% owned by executive partners and employees. The sale of a stake in the company to the "Partners" (senior managers) and to all French employees of the Group took place in the first half of 2011 through a mutual fund (Fonds Commun de Placement d'Entreprise - FCPE). This capital model brings together the Caisse des Dépôts, a financial institution with a long-term vision and a strong interest in our business sectors, with a group of shareholders consisting of employees and managers committed to the success of their Group. This capital structure is a formidable motivating factor, generating momentum within the company and reinforcing our credibility with Egis's customers and partners.
Strengthening internal due diligence, particularly in view of our ambitions for international growth					
Business ethics and anti-corruption	Total number of people trained in the prevention of corruption, criminal risk and business practices	Group	437 people received face-to-face training	596 people trained, including 478 people in face-to-face training	<ul style="list-style-type: none"> Ethics e-learning courses are now included in the Egis training catalogue as self-service for French employees. The 1st module aims to raise awareness of business ethics and to introduce the Egis policy on the subject, and the second goes into more depth on three subjects: anti-corruption, staff integrity and conflicts of interest. 4617 employees completed the full course. Face-to-face sessions were organised in Poland and Romania. <p><i>The e-learning course was a great success in Brazil: half of all employees followed it.</i></p>
Meeting our customers' expectations in the best way possible					
Monitoring Customer Satisfaction	Proportion of Egis's business that has ISO 9001 certification	Group	90% France 74% (group)	95% France 72% (group)	<ul style="list-style-type: none"> Renewal of the Group's Triple Certification (ISO9001/14001/OHSAS18001) in France, obtained in October 2017. In 2016, 90% of the business (across the subsidiaries with their headquarters in France) ISO 9001 certified. In 2017, this percentage received 95%. For the first time in 2017, we are in a position to publish this as a Group-wide indicator: 72% of our businesses are ISO 9001 certified. The rail subsidiary once again achieved the Gold level (the highest score) in the Ecovadis evaluation, for its commitment to CSR (evaluation reflecting the quality of the CSR management system). A paperless survey tool is currently being rolled out. In 2017, this type of survey was conducted with Egis Bâtiment, across 10,000 building and construction accounts.

OUR SOCIETAL CHALLENGES

Our ambitions	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Working with communities.					
Actions taken in favour of local people and residents	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> Due to the nature of its work (regional development), most of the projects led by Egis compete with local development, and the attractiveness of the region. Regional development is a priority. This is achieved through a sustained policy of stakeholder involvement, systematic consideration of societal issues and responsible practices. Significant 2017 examples of projects carried out (non-exhaustive list): - In England, with its consultancy subsidiary Helios, Egis contributed to a project to reduce noise pollution from flights coming in and out of Gatwick Airport. - Egis in India: contribution to the PMAY (Pradhan Mantri Awaas Yojana) programme launched in 2015 by the Indian Prime Minister, with the goal of making "housing for all" a reality by 2022. Workshops were organised in close collaboration with the PWD (Public Works Department) and the State Government of Madhya Pradesh. These workshops aimed to clearly define the roles and responsibilities expected of all stakeholders. On this project, Egis performs a Project Management Assistance role. - Egis in Rwanda: capacity-building for the Rwandan government in the farming sector, for the sustainable use of land, water resources, value creation and better food security. - Egis in Kenya: contribution to the H24 drinking water project for populations in Nairobi, a 55 metre-high dam project transferring untreated water and passing it through a water purification plant to supply water to over 300,000 residents. Egis is conducting full studies of all project works, from preliminary studies to execution plans, as part of a consortium of construction companies from the Vinci group. - Egis in France: action to raise awareness of fire prevention along the A63 motorway with the DFCI (French leader in forest fire prevention) of Aquitaine, to encourage motorists not to throw their cigarette ends out of the car window. - Egis in Qatar: raising awareness among students from the international school in Doha on the subject of CSR, a particularly important programme in terms of the environmental appeal of public transport in a country where cars are heavily used. <p>See also the section above: "Solidarity and sponsorship" to find out about a selection of solidarity activities.</p>

Nos défis sociaux

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Providing a positive environment and attractive working conditions for our employees.					
Jobs	Total number of permanent staff	France Permanent staff	3842 people	3888 people	<ul style="list-style-type: none"> Egis acts as a responsible employer, by: <ul style="list-style-type: none"> - promoting sustainable employment. Over the last 4 years, over 95% of employees in France have been on permanent contracts - promoting employee professional development - renewing its anti-discrimination policy Achievements (France): <ul style="list-style-type: none"> - Telecommuting: 5% of employees in France telecommute (work from home) regularly. - An agreement was signed relating to the Time Savings Account and the donation of rest days to allow employees the opportunity to donate rest days for the benefit of an employee whose close relative is seriously ill. - Part-time: all part-time employment requests are examined by the company in accordance with a process provided for in the agreement. Nearly all part-time arrangements are "chosen" within the Group. - Internal meeting times: all internal Egis meetings must finish by 6 pm (or by 7 pm in exceptional circumstances relating to an emergency involving the safety of property or people). - Working time management: Possibility of managing working hours for parents with children under three + managing hours around the start of the academic year. - There are provisions for authorised absences for employees with a child with severe disability (for medical appointments). - Measures for paternity/maternity/adoption leave: additional leave to maintain employees' full salary, return-to-work interview, maintenance of the link with the company and the Group during absence (access to Intranet and internal network), adjustment of working hours for pregnant women from the 3rd month of pregnancy (- 20 minutes a day, -30 minutes from the 5th month). Organisation of childcare time and costs for training - A new Group agreement on the Generation Control was reached on 7 April 2017, with all social partners. It meets the triple strategic objective of improving access for young people to sustainable employment, maintaining and developing the employment of older employees and, finally, ensuring knowledge and skills transfer between generations. Objectives have been set that are both ambitious and realistic. And within this framework, an active recruitment policy favouring junior profiles. 55% of people recruited in France in 2017 were aged under 30. We have also enhanced our mentoring policy by adding dedicated support on certain training pathways. Over the last two years, we have supported over 60 mentor/mentee partners as part of a pathway for junior project managers. Furthermore, we have improved our use of block-release contracts (72 on average in 2017). - Continuation of our Strategic Workforce Planning agreement (to be renewed at the start of 2019) with three industry observatories conducted over the last two years and specific monitoring of sensitive professions. - Continuation of career appraisals allowing employees to plan the rest of their career path and to identify the activities required to develop their skills. Over 2600 employees in France were able to refresh their appraisal in 2017.
	Length of service (years)		10	11.4 <i>4 years in Brazil</i>	
	Average age (years)		41.5	42.6 <i>35 in Brazil</i>	
	Staff turnover (incl. resignations)		365 people Or 8.30% (resignations 3.4%)	14.2 % (resignations 6.4%)	
Work organisation	% of part-time employees	France	9.21%	8.60%	
	Average part-time		77.23%	77.60%	
Internal mobility	Number of transfers in the Group	Group	129 inter-company transfers 213 geographic transfers	100 inter-company transfers (including 94 between Egis subsidiaries and 6 to the CDC) 255 geographic transfers in total <i>5 transfers from Brazil to another of the Group's countries</i>	<ul style="list-style-type: none"> Internal mobility is a key element of the HR policy in terms of employment and skills management. In France in 2017, nearly 100 inter-entity transfers and 255 geographic transfers were recorded. Several agreements frame this policy: To increase the visibility of posts to fill internally, a platform on the Intranet called "StepUp" was made available, with job descriptions.
Developing the skills of our employees					
Training	Percentage of employees trained	France	65.2%	61%	<ul style="list-style-type: none"> Continuation of our training investment with nearly 54,000 training hours and over 4200 training activities delivered in France in 2017. & Increased importance of our Digital Learning platform, now accessible to all Egis employees worldwide (7800 visits and nearly 8000 logins with over 150 active modules on many topics, including Health and Safety, Ethics & Compliance). Introduction of "Induction" process for all new employees - content focused on the Egis values. Continuation of Egis Campus study programmes intended for key profiles; integration of international programmes. Continuation of the managerial development programme "Imagine Managing Tomorrow". Provision of individual skill development programmes for 350 managers. Collective training initiatives, coaching and "co-development". Carrying out of an international "Management excellence" training course. Creation of the "My Egis" development solutions offer for all managers. Introduction of a Change Management cultural development programme (to accompany the human aspect of transformations).
	Percentage of employees trained		11 hours	23 <i>4.4 hours in Brazil</i>	

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Ensuring the health and safety of our employees, everywhere					
Health and Safety of employees	Procedure	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Renewal of the OHSAS 18001 certification in 2017. For the first time in 2017, we are in a position to publish this as a group-wide indicator: 47% of Egis's business has OHSAS 18001 certification • Continued roll-out of the "Safety Attitude by Egis" initiative • Achievements in 2017: A charter signed to improve the support for employees affected by cancer and to improve health (France). - Provision of an internal "My Egis Health & Safety" portal, where useful information is made available. - Roll-out of the "Safetrip" tool for reporting international trips, enabling employees to be contacted at any time in the event of any risk in the countries in which they are staying. - Simulations of emergency health & safety situations (fainting, sprains, cuts and electric shocks) were carried out on several sites, to test and improve practices. - Implementation of a new incident reporting system. - Publication of a charter on the prevention of psychosocial risks. - Provision of a "Cause Analysis" e-learning course to help employees resolve problems relating to projects or everyday work, and to prevent them from reoccurring. - Two e-learning modules on global health and safety were rolled out to all Egis employees working internationally.
	Accidents involving work stoppage	France	26	29 <i>4 in Brazil</i>	
Safety Management System	Share of Egis business certified OHSAS or	Group (since 2017)	33% (France)	56% (France) 47% (group)	<ul style="list-style-type: none"> • More locally, on different sites, training to raise awareness of prevention were organised (sight day in Qatar, cancer prevention in Brazil). On others, yoga sessions were offered (Qatar, India) to prevent stress. • On some projects, to encourage the Safety Attitude, rewards were allocated to teams when no accidents were reported. This was particularly the case in Qatar on the Al Rayyan road project, and in Oman on the project to construct a desalination factory in Barka.
Developing social dialogue					
Agreements	No. of collective agreements signed by the Group	Companies linked to the Syntec-Ingénierie convention and with a stake of over 50%	5 new agreements	4 new agreements	<ul style="list-style-type: none"> • A new Group agreement on the Generation Contract was reached in 2017 with all social partners (see the Employment line above for more details). Other agreements were signed relating to contingency and healthcare costs, the time savings account + donation of rest days, results-sharing scheme, and holiday bonus. • <i>Our Brazilian subsidiary also has company agreements on a local level (19 of them in 2017).</i>
Respecting and promoting equality, diversity and social diversity					
Disability	Employment rate of people with disabilities	France	2.25%	2.68% <i>1.55% in Brazil</i>	<ul style="list-style-type: none"> • Continuation of action for people with disabilities; Examples: - Provision of CESU Handicap (Universal Service Employment Cheques). - Events for the European Disability Employment Week (EDEW) from 13 to 19 November 2017. During this week, a notebook on illnesses causing disability, accompanied by a pen, was distributed to all employees (in France), a lecture on diabetes prevention was delivered (a disease affecting over 4 million people in France) in addition to a workshop entitled "Junk Food: Let's Change Our Habits". - Authorised absence for employees with a child with severe disability (for medical appointments). - Participation in the diversity sports challenge on 8 June, organised by Agefiph (an organisation helping people with disabilities to find work) - 140 participants - Routalis (Egis operations subsidiary) finished in 8th place. - Participation in the TowerRun Incity in Lyon, France. 765 steps to climb on behalf of the humanitarian organisation Handicap International, reaching the 35th and final floor at a height of over 150 metres. - Sylvain Bréchet, Egis employee, was crowned French parasports champion in snowboard-cross for the fourth year running at the event that took place in Les Saïes in the Savoie, France on 28 March (Egis is a partner of the Snowboard & Handicap Association) - In Cameroon: mobilisation for the Promhandicam organisation for children with disabilities. On this occasion, donations were collected from employees, and supplemented by Egis, to be distributed to the children. - In Great Britain, participation in the 8th edition of the parasports championships. A bronze medal was achieved by an Egis employee in training. • Of our projects, the Larnaca airport (in Cyprus) was voted by the ACI (Airport Council International) the best European airport for facilities and services offered to people with reduced mobility; Selected from a panel of 500 airports across 45 European countries, it marks the airport community's genuine recognition of this airport, but also of Hermes Airports, the operating company for Larnaca and Paphos airports in Cyprus, in which Egis is a 20% shareholder.
Over-55s	Rate of employment of (over-55s)	France	15%	15% <i>12% in Brazil</i>	<ul style="list-style-type: none"> • A new Group agreement on the Generation Control was reached on 7 April 2017, with all social partners. It meets the triple strategic objective of improving access for young people to sustainable employment, maintaining and developing the employment of older employees and, finally, ensuring knowledge and skills transfer between generations.

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Respecting and promoting equality, diversity and social diversity					
Gender equality	Proportion of women in governing bodies	Group	Egis Executive Committee (COMEX): 3/9 CDO: 4/18	GMC 4/9 Executive Committee (COMEX): 5/19	<ul style="list-style-type: none"> In 2017, the governance bodies evolved: <ul style="list-style-type: none"> The General Management Committee (GMC) succeeded the Executive Committee: It is an advisory board to the Group's CEO. It is the board where the Executive Committee's decision-making processes are prepared and organised, and where common or urgent decisions are taken. Women are well-represented on this board, at 44%. The Executive Committee (COMEX) succeeded the CDO; this is the Group's main management board. It is composed of members of the GMC and executive directors in charge of main Business Units. This is the Group's steering body where the group's structuring decisions are debated. The Chief Executive Officer, after listening to positions expressed by the Executive Committee, makes decisions and arbitrates (subject to the prerogatives of the board of directors): women represent 26% of the numbers on this board.
	Gender Pay Gap	France	3.9%	3.49%	<ul style="list-style-type: none"> In equal classifications or equivalent duties, women earn on average 3.49% less than men. A regular reduction of this gap has been observed since 2015. Some achievements: <ul style="list-style-type: none"> Pay gaps (between genders): a negotiation within subsidiaries resulted in the constitution of specific budgets with a view to reducing the gaps when non-objectified situations were observed. Provision of an e-learning course designed by Alter-égales (the network of women from the Caisse des Dépôts group) with the goal of raising awareness among the Group's employees of diversity and gender equality. Active participation of Marianne Sénéchal, project director for Line 15 of the Grand Paris project in the "ESTP au féminin" organisation which, every two years, awards a trophy to several exceptional women. (Egis trophy partner). Three discussion workshops were organised in the form of a brainstorming session at the Lyon, Montreuil and Saint-Quentin sites, on "Diversity at Egis, what does it look like?" Egis in Cameroon and Egis in India mobilised for International Women's Day (8 March) by organising events. In Cameroon, mobilisation with the Cameroon organisation PROMHANDICAM, for children with disabilities - In India, discussions and debate on the role of women in India.

Our environmental challenges

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
In our operations: reducing the environmental impact and CO2 emissions of our operations (built assets and travel).					
Internal environmental policy	Proportion of Egis's business that has ISO 14001 certification	Group	79% (France)	69% (France) 55% (Group)	<ul style="list-style-type: none"> At the end of 2017, 69% of Egis businesses (subsidiaries with their headquarters in France) were ISO14001 certified: one percentage lower compared with 2016, which is explained by the increase in turnover of non-certified subsidiaries. For the first time in 2017, we are in a position to publish this as a Group-wide indicator: 55% of Egis's businesses are ISO140011
Sustainable use of resources	Electricity consumption and purchase of heating & cooling	French sites	11,920 MWh or 140 kWh/m ²	10,952 MWh or 136 kWh/m ²	<ul style="list-style-type: none"> Egis in Brazil is ISO 14001 certified across 80% of its businesses.
	Consumption of mains water		20,300 m ³ or 6 m ³ /pers.	19,978 m ³ 5.5 m ³ /pers	<ul style="list-style-type: none"> Maintenance of efforts to control the Group's ecological footprint with: <ul style="list-style-type: none"> The continuation of the travel policy Energy management trials since 2015 on the Saint Quentin en Yvelines site (START, our headquarters) and Montreuil (Terra Nova 3) sites in France enabled a steady reduction in consumption. Monitoring of consumption in a consolidated report for 14 buildings in France (10 in 2015, 13 in 2016). The results are available on the "Empreinte à la trace" (Tracing our footprint) platform accessible at www.rse-egis.fr/en (data on energy, water, waste, etc.)
Pollution and waste management	Paper purchases and the percentages of which are eco-friendly	French sites	101 t. 98% bear the Eco label	75 t Over 90% eco-friendly	<ul style="list-style-type: none"> Globally, CO₂ emissions are distributed as follows: <ul style="list-style-type: none"> 83% for travel (of which nearly half the emissions are due to air travel) 15% for building energy consumption 2% for waste production Compared with the 2016 data (and with an additional site: 14 instead of 13), the following can be noted: <ul style="list-style-type: none"> A reduction in energy consumption by buildings located in the south of the country (where there wasn't a hard winter) which resulted in a reduction in greenhouse gas emissions. Despite the development of international business, a reduction in travel-related emissions. In relative values, travel represents 83% of CO₂ emissions, a large proportion of which is produced by international air travel. But thanks to a voluntarist policy and Skype (real-time communication platform), internal air travel has decreased. The volume of waste, in absolute values, is increasingly slightly, but based on an average per employee it is decreasing.
	Production of sorted and recycled non-hazardous waste		652 tonnes 198kg / year / employee	716 tonnes 196 kg / year / employee	
Climate Change	Energy - direct and indirect GHG	French sites	Direct: 229 t. eq CO ₂ Indirect: 1650t. eq CO ₂	Direct: 237 t. eq CO ₂ Indirect: 1504	<ul style="list-style-type: none"> Our employees contracted in France emitted an average of 3.2 t. eq/CO₂ for travel. In Brazil, this figure represents 2.05 t. eq CO₂
	Travel - GHG emitted by our main corporate trips		13,752 t. EQ CO ₂	12,202 t. eq CO ₂ 900 t. eq CO ₂ for Brazil	

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Our indirect impact through our customers' projects: facilitating the expected economic and social benefits for local areas by controlling environmental impacts					
Solutions with significant sustainable development added value	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • The Ecological and Energy Transition (EET) is at the heart of the company's strategy. It impacts on all fields of Egis activity, from design to operation. Examples of significant and/or experimental solutions and/or projects: <ul style="list-style-type: none"> - Launch of the Cycle Up platform www.cycle-up.fr (French website). - La Caisse des Dépôts, Egis and the La Poste group founded the SOBRE company, which has been trading since the end of 2017, and after a trial phase across the portfolios of shareholding groups (12,000 building and 7 million m²), specific digital solutions for the control and reduction of energy consumption by corporate property users. For more information https://sobre.immo (French website). - Installation of 36 innovative artificial reefs in the heart of the Calanques National Park (project to restore marine habitats historically degraded on the Marseilles coastline - France) with Seaboost, an Egis subsidiary. (Different prefabrication innovations were developed, including ultra-porous concretes and the completion of the first artificial reef in the world to be 3D printed in concrete. These habitats will give a boost to the ecosystem and its recolonisation by marine species). - A heating and cooling network in Asnières, a french town (63% renewable energies). - Seven trials of the life-size Smart City to which Egis is contributing through regional demonstrators launched by the Caisse des Dépôts. - Start of the Tan project; Ideathon award-winner, a platform to support carbon neutrality. - Support for the Métropole du Grand Paris in the development of the City's Climate Air Energy Plan. - Along the A28 (a French highway), pilot trial of using goats to clear bramble bushes, in collaboration with the Des Pampilles Farm in Cisaï-Saint-Aubin, France. Cyprus airport: ISO 50001 certification (energy management). - Egis contribution to the completion of wooden non-residential building projects (e.g. for Bouygues Immobilier, office building measuring 17,000 m² in the Clichy Batignolles joint development zone (ZAC, France), an energy-positive building constructed using wood). - In partnership with the WWF (World Wild Fund for Nature), a Natural Resources Management Plan (NRMP) project in the Bandundu region of the Democratic Republic of Congo. - Trial in Lyon (a French town) to combat the phenomenon of urban heat islands (Albédo). - Egis in Qatar, Doha West Waste Water Treatment Plant project, which has an ultra-filtration system that allows 100% of water to be treated + contract to rehabilitate the lagoons of Al Karaana. - Reduction of sound pollution at Gatwick airport in England. - <i>Reforestation project in Brazil.</i> - <i>For offshore projects in Brazil, evaluation of impact on marine life.</i>
Quantification of Egis leverage	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Continuing development of tools and methods (through innovation and R&D in particular). • Commitment to a reflection on the 2°C Target.

18



15 avenue du Centre, CS 20538 Guyancourt
78286 Saint-Quentin-en-Yvelines Cedex - France
Contact : sustainable-development.egis@egis.fr

www.rse-egis.fr/en

Follow Egis on:

