

# BOUYGUES GROUP CORPORATE SOCIAL RESPONSIBILITY POLICY



Building the future is our greatest adventure

Through its operations in construction (building & civil works, property and roads), media and telecommunications, the Bouygues group provides products and services that meet essential needs (housing, transportation, information, communication, etc.), thereby driving progress for society. In order to carry out these activities recognised as being in the public interest, the Group relies on its people who share its corporate values. Its management is based on a vision nourished by the spirit of enterprise and human relations.

### THREE AREAS OF MAJOR COMMITMENTS

The Group's Corporate Social Responsibility (CSR) policy is integrated into its commercial strategies, as a means of leveraging performance and providing a source for inspiration and appeal. It is aimed at reconciling long-term global challenges with the current economic context.



*Promoting the professional fulfilment of Group employees*

Finally, it focuses on three areas of major commitments creating opportunities or significant impacts for the Group, which seeks to remain exemplary and work to:

- 1. strengthen the Group's position as a benchmark player in innovative solutions for infrastructures and cities**, by responding to societal expectations, as well as the natural resources, climate and biodiversity crises;
- 2. act as a socially responsible company** in terms of ethics, purchasing practices, risk management and respect for stakeholders;
- 3. promote the professional fulfilment of employees**, whilst maintaining their physical well-being, guaranteeing equal opportunities, and fighting against all forms of discrimination.

**In order to give fresh impetus to the CSR policy, the Group's five business segments will draw on the principles contained in this document to pursue or improve actions already undertaken and to define related performance targets by 2020.**

## **THE PRINCIPLES OF THE BOUYGUES GROUP CSR POLICY**

### **Improving the Group's environmental performance**

Bouygues undertakes to:

- deploy an environmental management system<sup>1</sup>;
- define annual measurable targets to reduce energy consumption and intensity and/or CO<sub>2</sub> emissions relative to business activity;
- define quantifiable targets to reduce raw materials and waste consumption, and to process or recycle waste through certified eco-design processes. This also involves support for circular economy initiatives in line with sector practices;
- set targets for improving biodiversity, as justified by business activity.

### **Maintaining balanced and trusting relations with stakeholders**

Bouygues undertakes to:

- ensure that the employees concerned are made aware of the content of the four Compliance Programmes on Competition, Anti-corruption, Conflicts of Interest, and Financial Information and Securities Trading, which supplement the Code of Ethics;



*Improving environmental performance  
(Above: Challenger, Bouygues Construction's  
headquarters, a positive-energy building)*

- formally identify the significant stakeholders by activity and by site, and to define forms of dialogue;
- map material CSR risks for all purchases, as part of the deployment of the Group CSR policy applied to purchasing; to define priorities, standard contracts and checks in relation to identified risks; and to ensure that independent auditors carry out targeted audit programmes in order to verify working conditions and ensure that forced or child labour is not used.
- define specific measures in consultation with key partners (suppliers and subcontractors) to ensure the inclusion of CSR criteria in contracts;
- take development aid measures around sites, depending on their level of development.

*(1) For example, management systems complying with ISO standards or similar*

## **Guaranteeing respect for employees and professional fulfilment**

Bouygues undertakes to:

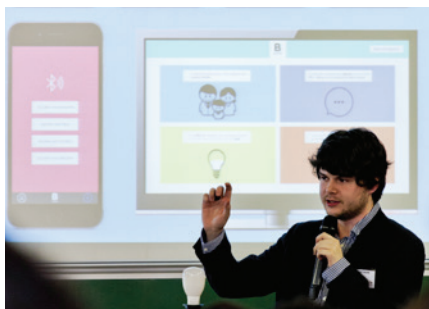
- give all employees access to training;
- comply with the Fundamental Conventions of the International Labour Organisation (ILO) and confirm its commitment to the principles of the United Nations Global Compact;
- design and deploy a health and safety management system<sup>1</sup>; and to define annual measurable targets for the deployment of formalised accident prevention programmes.

## **Fostering a mindset of innovation and creating shared value**

In order to ensure the Group's competitiveness over the long term, methods and processes need to be constantly reinvented, and governance and organisational structures adapted.

As such, in order to foster a mindset of innovation and create shared value, Bouygues undertakes to:

- design and implement an innovation management system in order to



*Implementing an innovation management system*

structure the internal and external collaborative approach (academic world, partners and start-ups, etc.); and to implement a formal strategy for continuous improvement based on proven methods;

- deploy a collaborative approach across the business segments in order to encourage Group-wide exchange (in particular via the Group collaborative platform, ByLink Network), the coordination of communities of experts and the conduct of joint projects.



*[1] Such as ISO 9001, Lean, ABBY/EFQM, etc.*

## **Each year up to 2020**

- The five business segments – Bouygues Construction, Bouygues Immobilier, Colas, TF1 and Bouygues Telecom – will draw on the principles of the Bouygues group CSR policy in order to roll out their roadmaps supported by a reporting system designed to enhance management and reach related targets.
- The Bouygues group Sustainable Development department will ensure the coordination and overall monitoring of the progress of initiatives rolled out as part of the Group CSR policy.

**This policy has been validated by Martin Bouygues, Chairman and CEO of the Bouygues group.**