

Egis Sustainable Development Charter

As a group providing consultancy, engineering and operating services in the areas of transport, urban development, construction, industry, water, environment and energy, Egis supports its clients, both in France and throughout the world, from the inception phases of their projects through to and beyond completion. In some cases, Egis may also be an investor in the projects in which it is involved.

This unique position enables us to capitalise on experience gained at every stage in the working life of plant and structures and to have a comprehensive view of the challenges of environmental protection, economic efficiency and social balance.

In the face of climate change, loss of biodiversity, depletion of non-renewable resources and of the global challenges of solidarity between regions and social cohesion, Egis has decided to issue this Charter to pledge its contribution to a more sustainable economy.

Our Charter is based on a body of internationally recognised texts: The Universal Declaration of Human Rights, the ILO's Fundamental Conventions, the OECD's Guiding Principles, the Ten Principles of the UN's Global Compact and the voluntary commitments signed by SYNTEC Ingénierie (Federation of engineering professionals) with France's Ministry for Ecology and Sustainable Development.

Adopted by the Egis Executive Committee, the Charter was drafted jointly by all of the people responsible for sustainable development within the group, and was enhanced by views formulated by Egis' Sustainable Development Steering Committee made up of a panel of outside stakeholders.

Echoing Egis' three core values of corporate social responsibility, humanity and creativity, our commitments articulate around three levers for action:

Anticipate and avert
Support and build
Include and involve.

In operational terms, our commitments are given practical expression within the group via a roadmap that comprises key orientations, actions, responsibilities, timelines and indicators.

The commitments form part of a continuous improvement approach and will be enriched by on-going dialogue with our stakeholders.

Anticipate and avert

- **Maintaining a continuous, forward-looking watch on sustainable development issues** and on the ways in which they can impact our activities, so as to **target our efforts on innovation more effectively** and to **integrate consideration of the issues** into our portfolio of services and solutions.
- **Promotion of good governance in every area of our activity in France and internationally** in both our internal practices and our projects, notably with regard to transparency, risk anticipation, business ethics and relations with our partners and suppliers.



- **Strengthening of our social and environmental policy** by pursuing actions underway on cultural diversity, gender parity, attention to specially vulnerable populations, development of local employment, minimisation of the direct impacts of our activities and 'green' procurement.
- **Watching over the safety and health** of our employees and sub-contractors in France and in other countries, and fostering **good working conditions**.

Support and build

- **Clarifying and supporting decision making by** clients with regard to sustainable development issues, using **multicriteria analysis** tools and ensuring that decisions **become effective** when selecting contractors and during studies, works and operation of plant and infrastructure.
- **Mobilising** our engineering and operating capacities in collaboration with our clients, partners and sub-contractors, **to ensure optimum control of the environmental and social impacts** of the structures and installations we design, supervise and operate, paying particular attention to the preservation of natural resources (water, raw materials, etc.), to biodiversity and to reducing greenhouse gas emissions.
- **Optimising of sustainable performance** of projects throughout their **life cycle** and, notably, in enduring operation of infrastructure and structures.
- **Enriching employees skills** throughout their careers and raising their awareness of sustainable development issues by making full use of our internal information relays and the 'Egis Campus' corporate university.

Include and involve

- **Developing dialogue with stakeholders associated with our activities** via, amongst other vectors, our Sustainable Development Steering Committee made up of independent members external to the group and **contributing, within the framework of our assignments, to furthering national and international consideration** of the major environmental and social issues facing different regions.
- **Encouraging collaboration with all of the players concerned** so as to **improve local acceptability and appropriation** of projects in which the group is involved.
- **Promoting consideration of social issues** on a par with technical and environmental aspects when carrying out our assignments.
- **Reporting on the group's performance** in the areas of economic, social and environmental responsibility, and furthering efforts to raise employees' awareness in achieving sustainable performance.

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Nicolas Jachiet

Chairman & Chief Executive Officer, Egis

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