

**Mr. António Guterres  
Secretary General  
United Nations  
New York 10017  
United States of America**

Vélizy Villacoublay, October 25<sup>th</sup>, 2018

**Communication on Progress (COP) EIFFAGE**

Mr. Secretary General,

Please find enclosed the renewed commitment given by EIFFAGE Group to ensuring the implementation, dissemination and ongoing progress of the principles of the United Nations Global Compact in the Group's strategy and core activities.

Expressing the wish that a growing number of organizations and enterprises will adhere to these fundamental principles and thus reinforce the effectiveness of what is a unique initiative, I ask you, Mr. Secretary General, to accept the assurances of my highest consideration.

  
**Benoît de Ruffray**  
CEO

Encl : EIFFAGE Communication on Progress.

## EIFFAGE Communication on Progress (COP)

September 15<sup>th</sup>, 2018

In line with its corporate social responsibility and environmental policy, EIFFAGE joined the United Nations Global Compact as early as 2005 and has indicated to the Secretary General of the United Nations its renewed commitment every year since.

The present letter contains the formal, renewed commitment of EIFFAGE to support and to enact in its organization the ten principles of the United Nations Global Compact.

Since signing up to the Compact, the Group has systematically informed its employees, its business partners and its customers of this commitment, most notably through all of its publications (website, annual sustainable development reports, tender specifications to be met by subcontractors and suppliers). The EIFFAGE Group has translated the ten principles into practice in its Sustainable Development strategy, which has been rolled out across all its branches.

Benoît de Ruffray - Eiffage CEO, signed, in July 2016 a [sustainable development Charter](#) that apply to all Group employees.



For 2017-2018, EIFFAGE has continued to communicate on the undertakings given to the United Nations and has once again set out in its Annual Report the Group's major initiatives harmonized with each of the principles of the Global Compact.

The following are, for this year, the flagship actions of EIFFAGE that reflect the principles of the Global Compact.

These highlighted values are:

- **responsibility** towards employees and the hierarchy, towards clients and partners ;
- **trust** in all employees, between businesses of the Group, between operational and functional departments;
- **transparency**: essential for the respect of the values of trust and responsibility, it motivates all employee's duty to alert, justifies the reinforcement of audit and control procedures and the assistance that all employees must lend to them ;
- **exemplarity** of the directors;
- **the respect** due to customers, employees, suppliers and all business partners ;
- **the forbidding of all conflicts of interest** and moderation in functional expenditures and the reimbursement of expenses;
- **lucidity** regarding the evolution and the outlook for the evolution of Eiffage's markets;
- **courage and pugnacity**, values that are necessary to overcome periods of more moderate activity.

## **B. THE EMPLOYEE SHARE OWNERSHIP, PART OF EIFFAGE'S DNA**

Since 1990, when the first management buyout (MBO) was staged, Eiffage has stood out in the French entrepreneurial landscape for being a trail-blazer in developing effective employee share ownership. Companions and executives invest in the capital of their company, benefit from its performances and contribute to preserve it.

In a solid system that resists even in a constrained economic context, employee ownership remains the linchpin of the Group's culture. Between 2016 and 2017, there have been an increase in the number of owners by 7,9% and an increase in the amount by 22,6%.

- At the end of financial 2017, employees in all job categories as well as managers together own about 20% of the company's equity,
- In 2017, more than 40 688 employees bought shares worth a total of €160 million.
- At December 31st, 2017, more than 70% of Eiffage employees were share owners.

In 2017, subscription was open to employees in Germany; with a first promising participation of 27%.

## **D. INTERNATIONAL PROJECTS - EIFFAGE SUPPORTS LOCAL ECONOMIC DEVELOPMENT AND UPSKILLING**

Issues relating to access to water and energy are high priorities from a health and economic development perspective, in Africa in particular. The development of sustainable means of transport is also a major challenge, especially in rapidly- densifying urban areas. Against this backdrop, Eiffage's goal is to become both a local partner, cooperating with domestic companies and supporting local upskilling, and a global player, leveraging the Group's ability to address complex challenges and targeting large, multi-business civil engineering projects.

Several large projects illustrating this approach materialised over the course of the year:

- ground was broken on the Dakar regional rail project, in a consortium featuring Eiffage Génie Civil, Eiffage Rail and Eiffage Sénégal alongside the Turkish contractor Yapi Merkezi and a Senegalese partner, Compagnie Sahélienne d'Entreprise (CSE);
- RMT, a Clemessy subsidiary, built pumping stations to distribute water in the capital of Benin as part of an emergency programme, for the water utility Soneb (Société nationale des eaux du Bénin);
- several solar power plants in Morocco, Senegal and Mauritania were handed over by RMT, which has a policy of recruiting local workers, to whom they offer technical training ahead of the project, as well as supplemental or on-the-job training.
- West Africa's first engineered landfill facility was built, and a new lake created, in Togo, in partnership with Coved and GER, a Togolese construction contractor.

Eiffage Sénégal stands out regarding longstanding community service, as it is a 2012 signatory to the Charter for CSR and sustainable development of Senegalese companies. In 2017, Eiffage Sénégal's CSR policy was assessed by Afnor, with contributions by the various stakeholders identified by the company. Following this assessment, Eiffage Sénégal was awarded a score of 647 out of 1,000, confirming the maturity of its CSR commitment. Eiffage Sénégal has been assisting employees and local populations for many years, in particular by providing logistics support to NGOs.

This held true in 2017, with the company supporting the community of Bargny with a project to use a canoe as a vector for community development and the integration of women and young people. The project entailed building a canoe and related fishing equipment, as well as a community centre featuring a library, cyber-centre and community school (providing pre-school and after-school activities). These two projects were carried out as "teaching projects", training young workers from the local neighbourhood.

Eiffage Sénégal also took part in cooperative projects involving French and Senegalese partners, building and renovating maternity facilities (in Toubacouta and Ouakam) to provide quality healthcare for women and families. Separately, the Infrastructures division teamed up with an NGO associated with the Centrale-Supélec engineering academy for a project to build two classrooms in Togo. Eiffage contributed the cost of the materials, and the work was coordinated by the NGO with the active participation of the villagers, who helped to extend their school.

## b. Temporary employment

By their efforts in terms of internal transfers, organization and planning, the divisions try to limit the use of temporary workers and regularly seek alternative solutions. The Group intends to maintain the ongoing decrease in the use of part-time work.

## c. The path to employment

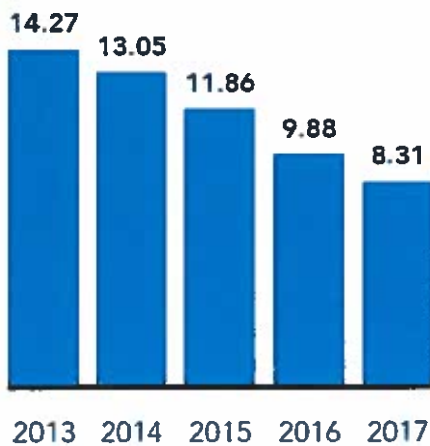
Beyond compliance with the labour clauses included in some contracts and reserving a specific volume of work hours for unemployed individuals, Eiffage's internal policies encourage active collaboration by the divisions with local integration players, throughout the year and systematically for major projects.

Eiffage projects often make a major contribution to local employment, representing real levers for integration by offering extensive employment possibilities for people with few qualifications. For instance, in the Infrastructures division, the BioSAV project (Seine Aval water treatment plant) made provision for 15,000 integration hours: 29,000 hours were completed and 17 individuals were hired on vocational training contracts.

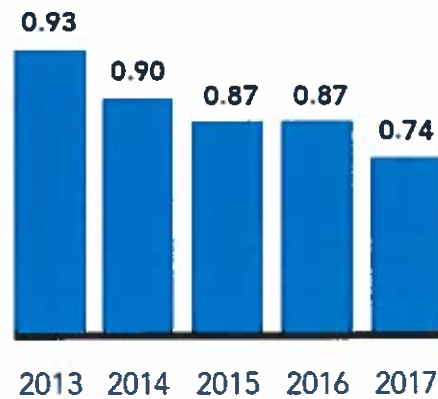
Furthermore, the Group develops local partnerships. Many large projects require Eiffage to work with independent service providers, such as integration-focused temporary staffing agencies, SIAE social enterprises, and the Cap Emploi network. On a regional scale, our subsidiaries and establishments can also rely on the Crepi network of regional work integration clubs, co-founded by Eiffage in 1993. Specialized bodies - Pôle emploi, the Mission locale or the Plie – also have a key role.

The Group also places high priority on social and employment integration projects through the Eiffage Foundation.

**Frequency rate of workplace accidents in France (%)**



**Severity rate of workplace accidents in France (%)**



#### a. Awareness campaign

Raising employees' awareness on an ongoing basis is a key success factor for risk prevention policies, and all divisions have ramped up their communication efforts, and especially strong awareness campaigns.

2017 was a pivotal year in terms of prevention for the Construction division, which rolled out a new prevention policy. 25 "Basic Safety Rules" (Essentiels sécurité) were defined, corresponding to specific areas. The policy was supported by an aggressive communication campaign and specially designed graphics, combined with the recap "Basic Safety Rules" handbook.

In the same spirit, in 2015 the Infrastructures division defined 20 basic safety rules applying to all employees and other workers acting on behalf of the company. Furthermore, the Safety Force smartphone application, created in 2016 by the Infrastructures division has been improved. This application can be used to assess safety performance on a real-time basis in all the division's worksites. It aims to identify deviations from safety standards so that the situation can be addressed as early as possible. 2,129 best practices were listed in 2017 via the Safety Force application.

As part of its 2015-2017 "arduous work" action plan, the Infrastructures division is also involved in cutting-edge R&D programmes. It has formed a partnership with the startup Bioservo to adapt a connected glove, which amplifies the strength of the human hand while reducing muscle fatigue, for use in the public works sector.

APRR and AREA spurred into action to focus on the safety of their operation teams who represent 85% of their employees. Risks are numerous and often complex, specifically when it comes to dealing with interventions on motorway axes. Therefore, awareness operations have been implemented, such as safety awareness roadshows on service areas. At the same time, APRR continued to roll out its SafeStart programme designed to prevent accidents in the workplace and in the home, by encouraging employees to take responsibility for their own safety and remain vigilant at all times. 1,600 APRR

The division continued to roll out its 2015-2017 “arduous work” action plan and the results will be measured. As part of the “Live Life Safely” campaign organised by the division every year, 1,166 best practices were identified and listed, many of which concern handling. Very tangible improvements have already been made on worksites, with the introduction of equipment that should reduce physical strain.

### **C. TRAINING, ACTING RESPONSIBLY FOR THE BENEFIT OF US ALL**

Continuing vocational training is an effective means of meeting employees’ career development goals, improving their skills and expanding the Group’s expertise, while retaining staff as well. By giving priority consideration to its own employees, the Group fosters their ongoing career development and “employability” regardless of their initial training.

#### **a. Eiffage University**

The Eiffage University, founded in October 2014, now has dedicated training facilities. Its training programmes have been redesigned and refocused.

Eiffage’s most precious resource. The basic architecture of the Eiffage University consists of five “masters” courses catering for the needs of the great majority of Group employees, including field operatives, executives, craftsmen, works supervisors, engineers and finance specialists.

The training portfolio proposed by Eiffage University has five objectives:

- improve the readability and visibility of training in the Group, to enable employees to take control of their own training, professional development and career;
- favour internal training, to propose courses specifically adapted to employee needs and to ensure proper transmission of skills and experience;
- pool the training offer to promote shared methods across all divisions;
- make training a tool for internal mobility and skills building;
- contribute to developing new skills (BIM, digital, sustainable cities, etc.).

To propose a clear, shared and streamlined offer, Eiffage University has published a catalogue of more than 500 training modules proposed within the divisions, on a website open to all employees and accessible from all digital devices. Shared training platforms are dedicated to management in Vélizy and Lyon. The human resources departments of the divisions organise their own training initiatives, which they share in the catalogue presented by Eiffage University.

In 2017, Eiffage created an e-learning platform offering cross-disciplinary training courses. The first module concerned a topic of strategic interest to all Group divisions: building information modelling (BIM). 150 employees attended each of the three sessions organised in 2017.

In 2017, Eiffage University completed its site supervision training in the Energy Systems division with a dedicated course for foremen. Specific courses leading to a qualification are also offered to high-potential managers in all the business lines, in partnership with engineering.

- APRR and AREA have set up a network of 80 Diversity Ambassadors and have obtained the AFNOR diversity label in 2016 in recognition of their commitment. As well as recognising their achievements to date, the label is a sign of the companies' continuous improvement process and commitment to further progress. A new network of more than 80 "Diversity Ambassadors" was set up at the end of 2016. In 2017, the Ambassadors implemented actions to encourage diversity both internally and by clients. As part of this policy, at the start of 2017, AREA renewed for a further three years its agreement on the continued employment of older staff members. The objective is to keep older workers in employment and guarantee the transfer of knowledge and skills, by undertaking to maintain the percentage of employees aged 55 or over at least equal to the percentage at 31 December 2015, i.e. 19%.
- Eiffage actively integrates disability issues into its policy. Clemessy, Eiffage Energies Systèmes and Eiffage Construction continue their awareness campaign to improve employees knowledge of disabilities and improve the integration of people with disabilities in the workplace. In October 2017, Eiffage Construction staged a Disability Forum at the Group's regional headquarters in Lyon (Hélianthe) to raise awareness among all the employees.

## **E. SOCIAL DIALOGUE EVER PRESENT**

In France and the Group's countries of operation, staff representative bodies have been set up and operate in compliance with the regulations applicable in each country.

The agreement concerning the renewal of the European Works Council, signed by Eiffage management and all labour unions in 2011 established the principle of two meetings each year and was renewed at the end of 2016 for, at least, four more years.

The agreement was signed by management and all the trade union organisations at the European level. It assigns additional resources to the Council and confirms and clarifies its role and responsibilities. The full Council meets at least twice a year, and partial Council meetings are held at least four times a year. It has 22 members, who are appointed by the trade unions from among their elected or designated representatives on the employee representative bodies in the French and European subsidiaries.

As required by law, the Group's French subsidiaries, depending on their organisation, in principle have works councils or central works councils and local works councils, employee representatives, health, safety and working conditions committees, and – in most cases – union delegates, to provide representation for employees at all levels. The organisation and nature of their activities have led several divisions to set up coordination, consultation and discussion bodies, such as division committees, which supplement the statutory system of employee representative institutions defined by law.

### **a. Group Works Council**

The Group Works Council comprises thirty members appointed by the trade unions from among their elected representatives to the French subsidiaries' company-level and local works councils. In 2016, a two days formation was offered to all the representatives of the Group committee.



### **A. ENVIRONMENTAL POLICY WOVEN INTO THE GROUP'S CULTURE**

In order to measure, pilot and structure the sustainable development approach within each entity and to ensure compliance with the principles of the Global Compact, EIFFAGE has acquired the Enablon software for 9 years, dedicated to the reporting of social and environmental performance. The social and environmental performance figures presented in the 2017 Sustainability Report were the subject of a moderate assurance report by KPMG.

The necessity of taking up the challenges of protecting the living world and the environment concerns all the Group's business activities. The environmental strategy – including, on one hand, the prevention and the environmental risk management and, on the other hand, expertise and creative know-how of competitive advantages – involves core businesses and is built around three main axes.

#### **a. Two main pillars**

1. Prevention and management of risks relating to environmental aspects of the Group's activities, with the twin aims of reducing our ecological footprint and preventing any financial or criminal risks or reputational damage. This is being achieved as follows:

- internally:
  - measuring impacts and optimising the Group's ecological and energy footprint through effective management of energy, water and raw material consumption, greenhouse gas emissions and project waste,
  - rolling out in-service training and certification programmes to promote excellence in the area of environmental issues,
  - rolling out ISO 14001 certification across all business units.
- through our business offerings:
  - developing and providing business units with operational tools that offer the customer a choice of green solutions with measured, verifiable impacts,
  - anticipating environmental risks in tendering processes and taking their technical and financial implications into consideration in the Group's proposals.

2. Focusing R&D efforts on “alternative” construction techniques, in particular by:

- centring R&D on techniques and processes that reduce natural resource consumption and greenhouse gas emissions, and minimise direct and diffuse environmental impacts,
- providing expertise in biodiversity preservation at all stages of the project cycle, based on applying the Avoid-Minimize-Offset strategy before submitting a project proposal, then during the site work and operational phases,
- anticipating the consequences of climate change for the Group's business lines (via the Phosphore forward-looking research project), in order to:



### Sustainable development charter

In a global context of massive urbanization and stress on natural resources and the climate, Eiffage combines both profitable growth and respect of environmental and social developments.

Eiffage is positioned as a major actor in construction and concessions, which integrates sustainable development at the heart of its strategy and its business, be it in the design, implementation, or exploitation phase.

Sustainable development constitutes a lever of differentiation and allows Eiffage to promote, through research and innovation, solutions that meet the needs of future generations. Eiffage thus contributes to the evolution of knowledge, practices and standards, particularly for sustainable cities, in terms of ecological civil engineering, energy-mix and renewable energy development, circular economy, new forms of mobility, connected networks and industry of the future.

Eiffage's commitments towards sustainable development:

- Apply to all Group employees who integrate them
- Are shared with our partners, subcontractors and suppliers
- Reinforce the relevance of our offerings and stimulate innovations

This ambition for excellence, driven by an individual and collective commitment, constitutes the wealth of Eiffage and its desire to know how to make the difference.



**Benoit de Ruffray**  
Chief executive officer

### c. A policy based on proven tools

- **management and measurement,**
  - effective environmental management achieved by deploying environment management systems and sharing best practices,
  - implementation of the GEODE operating environment management application development jointly by Eiffage and Red-On-Line; this software enables the Group's business units to handle environmental issues such as regulatory compliance and environmental analyses at their sites, waste management and emergency situations,
  - energy efficiency and decreased greenhouse gas emissions: analysis and reduced consumption of resources, greater use of renewable energy, and special-purpose environmental comparators that help businesses to choose between technical solutions.
- **prevention and management of risks and impacts associated with activities,**
  - systematic environmental analyses at permanent sites and environmental analyses at work sites using the GEODE application,
  - systematic training for environmental managers in Group companies, and regular employee awareness campaigns relating to environmental issues (in particular when employees begin working at project sites or during the visit of regions – Evirotour – in a specific division),
  - particularly proactive biodiversity preservation strategy, including a postgraduate-level in-service training course in partnership with the University of Paris I, feedback on best practices,

After successfully trialling the carbon arbitrage fund on the Bretagne–Pays de la Loire high-speed rail project, the Group decided to repeat the experience and roll out the initiative across all of its works businesses by introducing a carbon energy arbitrage fund named “E-Face”. This “corporate” fund, with an annual budget allocation of €2 million, is used to overcome the financial hurdle to innovative low-carbon solutions by making them competitive with traditional solutions and techniques that are sometimes less costly.

### **C. BIODIVERSITY, A MORE MATURE ISSUE**

Given the difficulties to reach the global goals for the protection of biodiversity, we are required to redouble our efforts, and Eiffage reiterates its proactive stance. Eiffage acknowledges its responsibility, acquires new expertise, develop methods to address biodiversity-related challenges, rethink their design and construction approaches, and share their experience with the environmental community.

#### **a. Founding texts preserved for posterity**

The “Biodiversity” and “Water and Aquatic Habitats” charters, signed by the Chairman and CEO of Eiffage in May 2009 and March 2011, respectively, are not only methods for taking biodiversity and water resource-related issues into consideration, but also help to focus the efforts of the Group's employees. These documents are freely accessible on the Eiffage website, and can be found in all of the Group's operational business units in France and elsewhere.

They underwent in-depth review in 2017. The “avoid, mitigate, offset” sequence that in some cases results in significant offset measures is now applied not only to large infrastructures but also to the construction sector, including land and property development projects. This sequence henceforth forms the baseline for Eiffage’s environmental integration method. In practice, the Group is already managing or has outsourced management of 3,000 ha of natural spaces as offset areas in metropolitan France, including 500 ha for the APRR network and 900 ha relating to the Bretagne–Pays de la Loire high-speed rail project.

Furthermore, APRR and AREA operate differentiated management strategies for more than 10,000 ha of green spaces. The Group’s policy aims to preserve biodiversity without compromising the safety of customers, local residents and motorway operators. Extensive management is applied to nearly half of the total area. Diagnostic surveys conducted between 2015 and 2017 at certain rest areas as part of the commitment to France’s national biodiversity strategy, confirmed that the management approach applied by APRR for more than 20 years preserves ecological stock and diversity, even when the surrounding countryside is depleted.

A book entitled *Towards Green Engineering*, published in May 2014 and distributed to partners, also describes this commitment through examples illustrating how issues relating to the living world are addressed in the company’s core businesses and practical initiatives.

- the B4B+ club (Business for biodiversity positive) organised by CDC Biodiversité and the European Centre for Excellence in Biomimicry (Ceebios). This partnership continued throughout 2017, with Eiffage taking part in the “Biomim’expo ville durable” sustainable cities event, and in two working groups (the “bio-inspired materials” and “bio-inspired housing” strategic innovation groups).

Eiffage has widely-acknowledged expertise in the area of ecological offset, and feedback from initiatives relating to the Group’s projects is regularly reported to national and international experts. This helps to share best practices and gauge the Group’s approach. For example, Eiffage, representing the French national public works’ federation (FNTP), co-chaired a biodiversity research foundation (FRB) working group on ecological offset-related research topics between 2015 and 2017. The Group is also deeply committed to the Business and Biodiversity Offsets Programme (BBOP), an international programme led by Forest Trends, an environmental NGO formed by more than 80 public and private-sector stakeholders (businesses, governments, financial institutions, non-profit organisations, scientists, etc.) with the aim of developing best practices in the area of biodiversity preservation and ecological offsets. Eiffage joined this scheme in 2013 and is, to date, the only French construction and development company among its members.

A relevant illustration is the Bretagne–Pays de la Loire high-speed rail line, the largest project ever managed by the Group. The standard of environmental and biodiversity protection requirements defined by the Group for this project was also the highest in its history. Among the measures that have been taken:

- A total of 240 offset sites were created and developed, representing 1,061 ha of offset, occupying an optimised land area of only 816 ha as a result of the fungible nature of offset measures,
- No biodiversity “hot spots” were impacted by the works, thanks to the avoidance, mitigation and ecological offset measures implemented,
- 214 ha of woodland, representing 500,000 trees, were replanted between 2013 and 2016,
- 8 kilometres of waterways have been restored, as were 280 ha of wetlands in application of the Water Act,
- A total of 120 waterways were diverted and crossings built, and nature restoration work carried out along 108 of these.

#### **D. CIRCULAR ECONOMY, SUBJECT OF MANY INITIATIVES**

The goal of the Group’s environmental policy is to decrease the ecological footprint of its activities, to conserve resources and limit emissions. The Group participates in the circular economy by seeking - either within the company or in partnership with local third-party organisations - outlets enabling existing materials to be reused, recycled or transformed in production processes.

In addition to seeking to preserve natural resources - in particular, by limiting water consumption in quarries, preventing pollution on construction sites, fighting against air pollution, or by better protecting the soil, Eiffage strives to use natural resources sparingly.

## ANTI-CORRUPTION, PRINCIPLE N°10

The whistle blowing system was put in place by the Board of Directors in April 2009 and authorised by the CNIL, the French data protection authority, on 23 July 2009. The scope of the system implemented within the Group was reviewed in 2017. It is aimed notably at breaches of the Code of Ethics, which defines and illustrates different types of behaviour that are forbidden, notably those susceptible of giving rise to acts of corruption or influence peddling, or practices in restraint of trade. This system contributes to Eiffage's assurance to public and private stakeholders of its ethically responsible behavior, thus protecting its interests and those of its employees.

An updated version of the Code of Conduct, drafted in 2017, has been reviewed by employee representation bodies prior to current distribution throughout the Group. The whistleblowing system has been revised. A "Compliance governance" committee chaired by the Group's Chief Financial Officer, covering various directly impacted corporate functions and representing all divisions was set up in late 2017. The supplier and subcontractor assessment process has also been reworked, enabling a flexible approach depending on the type of purchasing concerned.

The audit assignments are organized by the Senior Management of the Group and carried out by the Audit Department according to a program defined each year and presented to the Accounts Committee, which draws up its list of recommendations. It is supplemented by occasional assignments decided on during the course of the year. Specific means are implemented for the integration of new companies formed due to external growth, particularly when they do not immediately join an existing regional system.

A reference guide gathers procedures into seven process that serve as guidelines for all manager:

- These procedures inventory the main subjects to be verified, evaluate the materiality and the probability of the risks upon the signing of the deal, the selectivity of the deals, the reliability of the clients with regard to the commitments and to contractual follow-up, the collection of receivables, the aptness of the budgets, cost overruns and the prevention of disputes and litigation.
- They establish the main verifications and controls and impose no more constraints and formalism than necessary. They are a tool for building the responsibility of all parties and they contribute to the constant vigilance of all managers on all levels.

Each branch adapts its in-house control operations from common topics, focusing on the potential risks inherent to its businesses. In-house controls are present in each branch and their assignments are clearly defined. Their work is coordinated by the Audit and Risk Department. The control processes range from exhaustive reviews to spot checks of the various points, and to tests of application of the procedures. The results of the diligences carried out are analyzed at periodic meetings on the various levels of the Branch involved.

For more information, please refer to 2017 business report, pages 133 – 135:

[https://www.eiffage.com/files/live/sites/eiffage-v2/files/Finance/Rapport%20annuel/2017/RA\\_2017\\_FR/GB\\_Eiffage\\_RA\\_2017\\_Complet\\_BD.pdf](https://www.eiffage.com/files/live/sites/eiffage-v2/files/Finance/Rapport%20annuel/2017/RA_2017_FR/GB_Eiffage_RA_2017_Complet_BD.pdf)

The "Ethics and Commitments" guide refers to anti corruption methods:

Principles of the Global Compact		Eiffage response
Human Rights	1	Support and respect the protection of internationally proclaimed human rights
		<p>Strategy, values and organisation / A common charter and shared values / A CSR approach that meets international standards</p> <p>Developing human capital / Employment—Labour relations—Health and safety—Training—Equal opportunities</p> <p>Ethics &amp; Commitments Guide</p>
Labour standards	2	Ensure that the company is not complicit in human rights abuses
		<p>Strategy, values and organisation / A common charter and shared values</p> <p>Ethics &amp; Commitments Guide</p>
	3	Uphold the freedom of association and the effective recognition of the right to collective bargaining
		<p>Strategy, values and organisation / A common charter and shared values</p> <p>Developing human capital / Labour relations</p> <p>Ethics &amp; Commitments Guide</p>
	4	Support the elimination of all forms of forced and compulsory labour
		<p>Strategy, values and organisation / A common charter and shared values</p> <p>Ethics &amp; Commitments Guide</p>
Environment	5	Support the effective abolition of child labour
		<p>Strategy, values and organisation / A common charter and shared values</p> <p>Ethics &amp; Commitments Guide</p>
	6	Eliminate discrimination in respect of employment and occupation
		<p>Strategy, values and organisation / A common charter and shared values</p> <p>Developing human capital / Employment—Equal opportunities</p> <p>Ethics &amp; Commitments Guide</p>
Environment	7	Support a precautionary approach to environmental challenges
		<p>Strategy, values and organisation / The Group's sustainable development strategy</p> <p>Reducing the environmental impact / Organisation—Protecting resources and contributing to the circular economy—Reducing the carbon footprint—Protecting biodiversity</p> <p>Ethics &amp; Commitments Guide</p>
	8	Undertake initiatives to promote greater environmental responsibility
Anti-corruption		<p>Reducing the environmental impact / Organisation—Protecting resources and contributing to the circular economy—Reducing the carbon footprint—Protecting biodiversity</p> <p>Enlarging our social footprint / Including sustainable development in selection criteria via the purchasing policy</p> <p>Ethics &amp; Commitments Guide</p>
	9	Encourage the development and diffusion of environmentally friendly technologies
		<p>Reducing the environmental impact / Organisation—Protecting resources and contributing to the circular economy—Reducing the carbon footprint—Protecting biodiversity</p> <p>Ethics &amp; Commitments Guide</p>
Anti-corruption	10	Work against corruption in all its forms, including extortion and bribery
		<p>Enlarging our social footprint / Fair business practices</p> <p>Ethics &amp; Commitments Guide</p>

2017 Eiffage annual report at:

[https://www.eiffage.com/files/live/sites/eiffage-v2/files/Finance/Rapport%20annuel/2017/RA\\_2017\\_FR/GB\\_Eiffage\\_RA\\_2017\\_Complet\\_BD.pdf](https://www.eiffage.com/files/live/sites/eiffage-v2/files/Finance/Rapport%20annuel/2017/RA_2017_FR/GB_Eiffage_RA_2017_Complet_BD.pdf)

Eiffage website for sustainability:

[www.developpementdurable.eiffage.com/en](http://www.developpementdurable.eiffage.com/en)