

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

Vélizy-Villacoublay, 27th October 2022

Communication on Progress (COP) Eiffage

Mr Secretary General,

With the present letter, I hereby renew the commitment of the Eiffage Group to take into account, disseminate and advance the ten principles of the United Nations Global Compact in its strategy. Since 2005, when the Group joined the United Nations Global Compact, Eiffage has endeavoured to promote these principles with its employees, business partners and customers.

The Eiffage Group has incorporated the ten principles into its commitment to sustainable development via its Sustainable Development Charter signed in 2016, which is deployed in all its divisions and integrated into the Group's internal regulations.

As part of its 2022 Communication on Progress, Eiffage communicates its 2021 Universal Registration Document, and in particular its Non-Financial Performance Statement. This document highlights the ways in which the Group is integrating and responding to the challenges relating to human rights, international labour standards, environmental protection and, finally, the fight against corruption. Among the highlights of 2021, we have drawn attention to the following:

- Human rights:

The human resources departments of the divisions implement a policy of non-discrimination and respect for human rights and fundamental freedom. More specifically, the new HR strategy for 2021-2025 highlights diversity and equal opportunity as drivers of performance. It focuses on the fight against all forms of discrimination –based on gender, social or cultural origin or sexual orientation – as well as appreciating the value of atypical backgrounds, keeping seniors on the job, integrating youths in the labour market and recognising and accommodating disability. Like APRR-AREA, all divisions are expected to be eligible for Afnor's diversity certification by 2024-2025. This certification recognises the commitment to preventing discrimination, respecting equal opportunities and promoting diversity in human resources management processes.

- International labour standards:

Protecting employees' health, safety and quality of life at work is more important than ever for Eiffage and a core goal of its 2021-2025 HR strategic plan. Efforts to prevent musculoskeletal disorders – the leading work-related injury – and psychosocial risks are examples of the Group's constant attention to workplace prevention. Before it can bring the accident rate to zero, Eiffage is aiming to reduce risks ("zero risk") and enhance safety ("100% safety"), for which it has implemented a rigorous prevention policy. This policy applies across the Group, at every worksite and business location in France and internationally. For example, in 2021, the Group has signed an agreement on stress prevention, the prevention of psychosocial risks and the right to disconnect. This agreement emphasises the need to establish consistent primary prevention measures on the ground. This approach is deployed within each division, taking into account their organisation and the specificities of their business lines.

- Environment:

Eiffage has been committed for over ten years to the two-fold objective of reducing its internal greenhouse gas emissions, while designing technical offers that enable its clients to avoid emissions by choosing more environmentally efficient solutions. Reflecting the extent of its ambitions, Eiffage has committed all of its business lines without exception, including its industrial business lines, to the 1.5°C trajectory, in line with the objectives of the Paris Agreement.

In 2021, Eiffage has completed the assessment of all emissions along its value chain, for the 2019 reference year, by calculating the downstream Scope 3 in France and internationally. This data is of fundamental importance for conducting effective carbon action plans and accelerating the decarbonisation of its activities. In addition, the carbon action plans established by the Group's business lines with CO₂ emission reduction targets have been renewed for the period 2021-2025. Finally, the Group has made a commitment to the SBTi to become carbon neutral by 2050.

Biodiversity also had its moments in 2021 with the deepening and formalisation of its strategy. The four main pillars of this strategy are: limiting and reducing the ecological footprint of our activities by applying the "Avoid, Reduce, Offset" (ARO) approach; designing and operating biodiversity-friendly structures in order to achieve "zero net land take"; developing and strengthening activities for the preservation and restoration of aquatic and terrestrial habitats; and finally, developing the innovation and transition capabilities to meet these challenges, and being a stakeholder in research.

- Anti-corruption:

Business ethics, regulatory compliance and anti-corruption are constantly in the focus for our Executive Management and these issues are handled in a firm and consistent manner, in France and internationally. Following the recommendations of the French Anti-Corruption Agency on 12 January 2021, the corruption risk maps produced by Eiffage's divisions have been updated. The holding company coordinated measures to address the main risks identified while business lines and divisions carried out targeted actions to manage their specific risks.

Taking into account these maps, an assessment of third party due diligence was the subject of a specific framework procedure accessible to employees. Specific procedures were defined for the Construction and Infrastructure divisions and the Purchasing department. The same will be done in 2022 for the other divisions.

As part of its Communication on Progress and in addition to its Universal Registration Document, the Eiffage Group communicates a table of compliance with the 21 GC-Advanced level criteria.

Expressing the wish that a growing number of organisations and businesses will adhere to these fundamental principles and in so doing reinforce the effectiveness of what is a unique initiative, please accept, Mr Secretary General, the assurances of my highest consideration.

Benoît de Ruffray
President and CEO

