

OUR GOALS	OUR INDICATORS	SCOPE	REF.	2013	2014	ACHIEVEMENTS IN 2014	OBJECTIVES FOR 2015
Being a committed player in sustainable engineering.							
Commitments	Qualitative	Group	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Signing of the Vivapolis commitment charter on sustainable cities based on a French model Creation of an SD/CSR roadmap for 2014-2017 in line with our strategy. Renewal of our commitment to comply with the 10 principles of the global compact. Introduction of a Biodiversity action plan. 	<ul style="list-style-type: none"> Creation of an Ecological and Energy Transition (EET) strategy in line with the commitments of our primary stakeholder: the Caisse des Dépôts et Consignations. Determination of indicators for monitoring the 2014-2017 SD/CSR roadmap Introduction of a Corporate policy for quality, environment, health and safety.
Innovation	The amount of R&D investments eligible for French research tax credit (CIR)	Group	Interne	13,2 m€	14,6 m€	<ul style="list-style-type: none"> Winner of the Enterprises & Environment Award 2014 in the "Biodiversity and Business" category for Bat3Data (a 3D tool for tracking the movement of bats) Development of new innovative projects for promoting marine biodiversity (Seaboot Solutions) and the micro-generation of renewable energy (Wind-it) as well as urban resilience diagnostic tools. Incubation of projects in the CDC Lab (Caisse des Dépôts incubator) and in partnership with other entities of the Caisse des Dépôts: <ul style="list-style-type: none"> mobility crossroads: a solution tested in the field to facilitate pedestrians' movements when switching modes of transport, initialisation of a project to develop electric vehicle charging stations in residential and office areas. Launch of a project to develop an asbestos removal solution in occupied areas. Changes to our working methods to focus on BIM (Building Information Modelling) Creation of a New Business strategic committee changes to economic models). Formalisation of an in-house guide to the French Research Tax Credit (CIR). 	<ul style="list-style-type: none"> Further development of innovative solutions for accelerating ecological, energy and digital transition. Introduction of performance indicators on the innovation process (ROI, speed to market). Roadmap for the deployment of BIM, with the following in particular: <ul style="list-style-type: none"> Development of an appropriate method for project reviews, Contribution to the French digital building plan.
Strengthening relationships with stakeholders in the regions where Egis operates.							
External partnerships	Qualitative	Management	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Active involvement (Chair, Board member) in various organisations → in September 2014, the CEO of Egis was appointed Chairman of Syntec Ingénierie. Contribution to the design of a climate solutions web platform for the COP21 (SD Club France) as well as a Climate Book for the Association of sustainable development managers, C3D. Comitè 21: contribution to the Foresight Committee. 	<ul style="list-style-type: none"> Continuation of targeted partnerships, particularly for climate and energy issues.
Dialogue with stakeholders	Qualitative	Management	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Continuation of our SD Steering Committee, which is proving to be of great value. In 2014, completion of a satisfaction survey; good level of satisfaction; points of progress addressed; three new members welcomed. 	<ul style="list-style-type: none"> The signing of guidelines for constructive stakeholder dialogue (Comitè 21). Active contribution to the preparation of the international UN conference on climate change (COP 21).
Solidarity and corporate patronage	Qualitative	Management	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Solidarity and support <ul style="list-style-type: none"> Partnership with the "Our Neighbourhoods have Talent" organisation; 28 young people helped in 2015. Sponsorship <ul style="list-style-type: none"> Introduction of a corporate policy on sponsorship and patronage. Launch of a new website dedicated to the Egis Foundation Important examples of our support: Fondation Palladio, Fondation Ishuè (the House of Arts in Beijing), Fondation Prospective et Innovation (foundation for foresight and innovation), Lyon Dance Biennial, Club Entreprises at the Cité de l'architecture et du Patrimoine (architecture museum in Paris) 	<ul style="list-style-type: none"> Continuation of our solidarity and corporate patronage actions in line with the group's CSR policy. Increasing importance of the partnership with the "Our Neighbourhoods have Talent" organisation.
Placing our employees at the heart of corporate governance to participate more strongly in its long-term performance.							
Opening of capital to employees	25% of the share capital owned by employees	France Executive partners and the mutual fund (FCPE) open to all employees	Internal	Partners: 77% (440 pers.) FCPE: 22% (env. 3700 pers.) Treasury stock: 1%	Partners: 76,2% (455 pers.) FCPE: 20,1% Treasury stock: 3,7%	No comment	<ul style="list-style-type: none"> Discussions on the development of the shareholding model to be in line with the group's growth ambitions.
Strengthening internal due diligence, particularly in view of our ambitions for international growth.							
Business ethics and anti-corruption	Number of people trained in the prevention of corruption, criminal risk and business practices	Management	S03	129 managers trained at end 2013 (43% of the target population)	201 managers trained at end 2014 (67% of the target population)	<ul style="list-style-type: none"> The Ethics process is being rolled out according to a multi-year programme Development and dissemination of the Code of Integrity to all employees, which complements and clarifies the Ethics and Compliance Charter on the subject of integrity. Active continuation of Ethics training. Regular organisation of the three bodies involved in the Ethics approach (Ethics Committee, Ethics policy steering committee; the network of Ethics Correspondents) with three meetings each in 2014. Launch of a new ethics area on the intranet, aiming to facilitate access to essential information on the ethics approach. 	<ul style="list-style-type: none"> Creation of a partners' code of integrity. Continued training, with the focus on international subsidiaries (Brazil and India).
Meeting our customers' expectations in the best way possible.							
Monitoring Customer Satisfaction	Share of Egis activity certified ISO 9001	Management	Internal	82%	80%	<ul style="list-style-type: none"> Harmonisation of Group-wide business development processes (Core Model Commercial); putting the customer at the centre of our strategy. Strengthening of the group's business development (consolidating cross-business functions into a single Business Development Department). Development of CRM (Customer Relationship Management); a tool for monitoring customer relations, particularly to coordinate the various people working for Egis with the same customer, training for target groups. 	<ul style="list-style-type: none"> Deployment of CRM.

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Working with communities.							
Actions in favour of residents and local populations	Qualitative	Management	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Activities for an orphanage in Cameroon. Development of work by Egis India in favour of the poor (example: Fondation Main tendue in Delhi). 	<ul style="list-style-type: none"> Continuation of local actions.

OUR CHALLENGES



SOCIAL

SOCIETAL

ENVIRONMENTAL

ECONOMIC AND GOVERNANCE

Extra-financial reporting: 2014 Indicators

Egis has embarked on a proactive approach to extra-financial reporting. This approach is changing every year, as our business activities and our operations develop.

The tables in this document bring together the main consolidated points. They are organised into challenges (4), broken down into goals (13), illustrated by indicators (over 30) and achievements. It is a way of ensuring we keep to our commitments, by encouraging questions and suggestions from our stakeholders.

Find more details on the 2014 CSR Report at www.egis-group.com

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Extra-financial reporting: – 2014 Indicators

OUR GOALS	OUR INDICATORS	SCOPE	REF.	2013	2014	ACHIEVEMENTS IN 2014	OBJECTIVES FOR 2015
Providing a positive environment and attractive working conditions for our employees.							
Jobs	Total number of permanent staff	France excl. operators	LA 1	4303 pers.	4191 pers.	<ul style="list-style-type: none"> Diversification of our international mobility policy to encourage the mobility of junior employees. Continuous adjustment of human resources to projects, especially internationally. Conclusive review of various social data from our CSR reporting, conducted by Price Waterhouse Coopers. 	
	Time at company (years)	France	Internal	9.76	10		
	Average age (years)			41	41.5		
	Staff turnover (including resignations)		LA 2	335 pers. Or 7.40% (resignations 3.3%)	365 pers. Or 8.30% (resignations 3.4%)		
Work organisation	% of part-time employees		LA 1	8.97%	9.21%		
	Average part-time			77.32%	77.23%		
Internal mobility	Number of transfers in the group	Management	Internal	219 (134 transfers, 85 individual transfers)	195 inter-company transfers (88 individual transfers) + 355 intra-company transfers	<ul style="list-style-type: none"> Communication campaign on "My career with Egis" to show employees the career opportunities available at Egis and the possible pathways between our various business activities. Update of the map of our main business activities in connection with the changes to our business and the development of our markets. 	

Developing the skills of our employees.

Training	Percentage of employees trained	France	Internal	58% (one subsidiary's training plan postponed)	62%	<ul style="list-style-type: none"> Training activities focused on change management (e.g. core models). Introduction of a "managerial excellence" course to prepare our future managers (Egis Campus Corporate University).
	Average duration of a training course		LA 10	Approx. 13 hours	11 hours	<ul style="list-style-type: none"> Fewer and longer training courses, in a career development approach Gradual implementation of career appraisals (target: 100% in Spring 2016). Priority given to building careers with scope for retraining and mobility.

Ensuring the safety and health of our employees, everywhere.

Health and Safety of employees	Procedure	Management	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Appointment of a Group Health & Safety Coordinator Development of a Health & Safety e-learning
	Accidents involving work stoppage	France	LA 7	43	26	<ul style="list-style-type: none"> Strengthening of safety protocols; Development of a travel diary and an "International Health and Security Card". Travelling abroad: a single declarative procedure.
Safety Management System	Share of Egis activity certified OHSAS or WASE	Management	Internal	25%	28%	<ul style="list-style-type: none"> Development and implementation of a Corporate Health & Safety action plan Deployment of a HSE e-learning Implementation of a tool for monitoring employee travel.

Developing social dialogue.

Agreements	No. of collective agreements signed by the group	Companies linked to the Syntec-Ingénierie Convention and more than 50%-owned	Internal	14	29	<ul style="list-style-type: none"> One main agreement: Agreement related to the introduction of a profit-sharing scheme for Egis employees <p><i>N.B. In reality, dozens of agreements have been signed because some agreements are later rolled out across the group's companies (e.g. : Gender Equality).</i></p>
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Respecting and promoting equality and social diversity.

Disability	Employment rate of people with disabilities	France	LA 13	1.90%	2.25%	<ul style="list-style-type: none"> Training session for disability representatives. Design of the "Edition 2" notebook dedicated to disability and "Recognition of the Quality of Disabled Workers" (RQTH) given to all employees. Posting of awareness-raising videos online Membership of the "Tremplin" recruitment/work-based learning organisation. Membership of "Club Ete", a French network of companies' official disability representatives. Member of the Ageph national network of representatives from major companies Sponsorship of the "Snowboard & handicap" association.
	Rate of employment of over-55s	France	LA 13	13.63%	14%	<ul style="list-style-type: none"> The "generation contract" framework agreement is coming into reality: the employment rate of over 55s is increasing; we have also increased the proportion of overall recruitment of employees under 30, which in 2014 represented over 45% of recruitment.
Gender equality	Proportion of women in governing bodies	Management	LA 13	Egis Board: 4/9 Egis Comex: 2/10 Egis Codir: 4/36	Egis Board: 5/9 Egis Comex: 2/9 Egis Codir: 4/35	<ul style="list-style-type: none"> Continuation of the gender diversity Think Tank actions: <ul style="list-style-type: none"> Integration of women with a successful professional career path in the agenda of the days dedicated to new recruits Training of proximity managers to gender diversity and self-censorship challenges Launch of the My Mentoring by Egis undertaking in liaison with the gender diversity Think Tank: the first class of 20 mentees is predominantly comprising women
	W/M gross basic salary ratio	France	LA 14	Executives: 0.8 Non executives: 0.95	Executives: 0.8 Non executives: 0.95	<ul style="list-style-type: none"> Continuation of work to support people with disabilities. Renegotiation of the internal agreement

Extra-financial reporting: – 2014 Indicators

OUR GOALS	OUR INDICATORS	SCOPE	REF.	2013	2014	ACHIEVEMENTS IN 2014	OBJECTIVES FOR 2015
In our operations: reducing our direct environmental impacts and CO₂ emissions linked to our activities (building and travel).							
Internal environmental policy	Share of Egis activity certified ISO 14001	Management	Internal	45%	49%	<ul style="list-style-type: none"> Launch of the online platform "Empreinte à la trace" (tracing our footprint) which helps to visualise the environmental data of our main sites and to promote good environmental practices. Trial of an energy management system with weekly monitoring of a building already in HQE (High Environmental Quality) operation (Montreal). The gradual consolidation of regional staff into more efficient buildings affected over 1000 people in 2014 - including: START at Guyancourt, Cassiopée in Montpellier (for both buildings: HOE BBC and BREAM certification). The introduction of multifunction copiers with printing activated by badge, along with a streamlining of the equipment, has helped achieved nearly 25% savings in paper consumption. The difference in water consumption is explained by new buildings and changes to the scope, which now includes watering of the grounds and water used by the company restaurants. New rules for travel and car policies. Implementation of a single communication tool (LYNC) which aims to facilitate remote communication. Implementation of remote working protocols as part of the BIM (digital mockup). Continuation of corporate travel schemes and introduction of an inter-company travel plan for the headquarters in Guyancourt with the urban community of St. Quentin en Yvelines. The year was marked by several events: eco-driving during SD week, the mobility challenge in Lyon in June, corporate travel activities during Mobility Week in September. The scope of travel monitored has been expanded and now exceeds 80 million km/year. 	
	Sustainable use of resources	Electricity consumption and purchase of heating & cooling	French locations	EN 3	19,311 MWh or 0.181 MWh/m ²	15,741 MWh or 150KWh/m ²	
Pollution and waste management	Consumption of mains water		EN 8	21,361 m ³ or 5.1 m ³ /pers	29,664 m ³ soit 7.45 m ³ /pers.		
	Paper purchases and the percentages of which are eco-friendly		EN1 EN2	153 tonnes 93% of which is green	115 t. More than 90% green		
Climate Change	Production of sorted and recycled non-hazardous waste	excl. IT waste	EN 22	670 tonnes incl. 35% material recovery and 62% heat recovery or 129 kg/pers	425 tonnes		
	Energy - direct and indirect GHG emissions	linked to fixed sources of combustion & heat transfer fluids	EN 16	Direct: 57 t. CE Indirect: 1560 t. CE, or 368 kg CE/pers.	Direct: 204 t. CE Indirect: 1210 t. CE, or 360 kg CE/pers.		
Quantification of the Egis leverage effect	Travel - GHG emissions from our main corporate trips	Cars & travel agency review (train, plane) - partial scope	Internal	12,111 t. CE	14,047 t. CE		
	Qualitative	Management	Internal	Qualitative	Qualitative	<p>Some key achievements in our work on Ecological and Energy Transition (EET)</p> <ul style="list-style-type: none"> Contribution to the Caisse des Dépôt roadmap and action plans for EET and biodiversity. My City by Egis Business Line: creation of a "sustainable city simulator", "Austainable", in consortium with ENGIE and Eiffage. Incorporation of the KIVI Pass (electromobility) into the products of Easytrip, an Egis subsidiary dedicated to mobility services Development of new innovative services: smart-parking, Wind-It, reverse toll. <p>Our families of business tools are growing, and focus on digital technology, geolocation and mobile solutions. There was an abundance of new developments in 2014; work focused on consistency in order to provide ranges of solutions from the tablet app that facilitates the use of data from a field visit, to the turnkey computer programme for managing climate events.</p> <p>Useful publications:</p> <ul style="list-style-type: none"> Leaflets on "adapting to climate change", "shared smart streets", and "new train station neighbourhoods". Egis is in charge of the www.larenovation.fr website, which showcases our solutions and perspectives for the development of existing housing stock: over 99% surface area. <p>Visit egis-group.com to check out the winning and certified projects in 2014, as well as those whose sustainability has been recognized, such as:</p> <ul style="list-style-type: none"> Le Philharmonie de Paris, winner of the French Engineering Grand Prix – building and development Beauséjour, sustainable city in the tropics, won the prize for most socially responsible project, awarded by the National Union of French architects. <p>Concrete tools and methods for measuring and comparing.</p> <ul style="list-style-type: none"> After developing our eco-comparison and multi-criteria analysis solutions in previous years, we are now testing out a CSR maturity model to track the deployment of best practices in our operations. <p>Publication</p> <ul style="list-style-type: none"> We have completed the collection of "SD focus" information, illustrating the benefits of our activities for the regions where we work. <p>Example of mobility-related benchmarks</p> <ul style="list-style-type: none"> Reverse toll in Rotterdam (BNV Mobility-Egis): 4100 trips avoided per day in a programme involving 12,000 participants. In connection with its carbon commitments, Connect Plus (a Balfour Beatty, Skanska, Atkins and Egis joint venture) has reduced lane closures five-fold through road maintenance innovations, saving 500 t. CE. 	

Our indirect impact through the projects of our customers: facilitating the expected economic and social benefits for local areas by controlling environmental

Solutions with significant sustainable development added value	Qualitative	Management	Internal	Qualitative	Qualitative	<p>Some key achievements in our work on Ecological and Energy Transition (EET)</p> <ul style="list-style-type: none"> Contribution to the Caisse des Dépôt roadmap and action plans for EET and biodiversity. My City by Egis Business Line: creation of a "sustainable city simulator", "Austainable", in consortium with ENGIE and Eiffage. Incorporation of the KIVI Pass (electromobility) into the products of Easytrip, an Egis subsidiary dedicated to mobility services Development of new innovative services: smart-parking, Wind-It, reverse toll. <p>Our families of business tools are growing, and focus on digital technology, geolocation and mobile solutions. There was an abundance of new developments in 2014; work focused on consistency in order to provide ranges of solutions from the tablet app that facilitates the use of data from a field visit, to the turnkey computer programme for managing climate events.</p> <p>Useful publications:</p> <ul style="list-style-type: none"> Leaflets on "adapting to climate change", "shared smart streets", and "new train station neighbourhoods". Egis is in charge of the www.larenovation.fr website, which showcases our solutions and perspectives for the development of existing housing stock: over 99% surface area. <p>Visit egis-group.com to check out the winning and certified projects in 2014, as well as those whose sustainability has been recognized, such as:</p> <ul style="list-style-type: none"> Le Philharmonie de Paris, winner of the French Engineering Grand Prix – building and development Beauséjour, sustainable city in the tropics, won the prize for most socially responsible project, awarded by the National Union of French architects. <p>Concrete tools and methods for measuring and comparing.</p> <ul style="list-style-type: none"> After developing our eco-comparison and multi-criteria analysis solutions in previous years, we are now testing out a CSR maturity model to track the deployment of best practices in our operations. <p>Publication</p> <ul style="list-style-type: none"> We have completed the collection of "SD focus" information, illustrating the benefits of our activities for the regions where we work. <p>Example of mobility-related benchmarks</p> <ul style="list-style-type: none"> Reverse toll in Rotterdam (BNV Mobility-Egis): 4100 trips avoided per day in a programme involving 12,000 participants. In connection with its carbon commitments, Connect Plus (a Balfour Beatty, Skanska, Atkins and Egis joint venture) has reduced lane closures five-fold through road maintenance innovations, saving 500 t. CE.
Quantification of the Egis leverage effect	Qualitative	Engineering	Internal	Qualitative	Qualitative	<ul style="list-style-type: none"> Continuation of project feedback to better quantify the added value of the solutions implemented in terms of SD. Creation of animated films illustrating this added value. Feedback on the CSR maturity matrix.