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CORPORATE SOCIAL RESPONSIBILITY
Our 2017 highlights



PEOPLE-FIRST

Egis is a people-first company, proud of its talent. Our #EgisGotTalent social media wall promotes and shares the personal talents of our employees.



RESPONSIBLE

Egis is a responsible company, proud of its employees. Solidarity actions and events with NGOs and organisations have been arranged around the world. To mark these events, an interactive game for tablets and mobile phones was developed to help people explore the Group's Corporate Social Responsibility (CSR) solutions. In addition, for every 50 logins a donation was made to the French Nature 2050 programme, which aims to restore biodiversity and help regions combat climate change (a program developed by CDC Biodiversité, a subsidiary of the Caisse des Dépôts).



CREATIVE

Egis is a creative company, proud of its innovations. Presentations based on a series of posters and delivered by Group innovators were offered across the Group's largest sites. The posters were then assembled in a digital book.

OUR VALUES

2017 saw Egis mobilise around the "Imagine" corporate development plan and the Group's core values.



2 QUESTIONS

FOR MARTINE JAURON, Chief Transformation and Sustainability Officer and BÉATRICE GASSER, Technical and Sustainable Development Director

Martine, what were the key elements of the Egis CSR policy in 2017?

MJ: In 2017, we wanted to rework our CSR policy in light of the United Nations Sustainable Development Goals (SDG), so we could focus our energy on the challenges for which we have strong leverage to act. These objectives will be written into our new 2018 CSR roadmap. We also continued our R&D and development activities for Ecological and Energy Transition (EET), which is one of the focus areas of our "Imagine" corporate development plan. There are so many opportunities for us to imagine and design tomorrow's world, and so many exciting challenges for each of our employees to get fully involved in!

What was your highlight of the year?

MJ: For me there were actually two! The first was the launch of the internet start-up, 'Cycle Up', founded in collaboration with Icade. It offers a digital marketplace to help connect those offering and sourcing materials for re-use. It's an initiative at the heart of the circular economy and a wonderful intrapreneurial venture. My

second highlight was our first Ideathon, focusing on the theme of Datas & Energy, Environmental and Societal Transition. It was a very unifying event that provided a real innovation 'boost'.

Béatrice, you were recently appointed to lead the Group's sustainable development initiative. What are your priorities for 2018?

BG: The 2°C global warming limit will be a key element of our new 2018-2020 CSR Roadmap, both in our projects and our internal operations. It is our responsibility to advise and warn our clients of the climate risks they run across their projects and to design solutions adapted to their challenges. Each Egis subsidiary must put forward concrete proposals for their business sector. In terms of regional development, our group has many assets to allow us to rise to the climate challenge and become one of the leaders of the future low-carbon economy in Europe and around the world. Our current offer must become more visible and more structured in certain sectors. 2018 will be about developing an action plan so that all our sectors finalise their low-carbon offer.

This action plan will, of course, be staggered over several years. It is a major challenge and we have a lot of inventing to do.

You seem to welcome the difficulty and complexity presented by the 2°C global warming limit as an opportunity. Is that right?

BG: Yes. Constraint is as much an integral part of our engineering identity as the freedom to act. Whatever happens, we don't have a choice: climate change is here, it is here to stay and our clients expect us to act. Whether by developing technical solutions, risk prevention methods or "nudges" to influence behaviours, we will remain proactive.

A roadmap to a shared vision

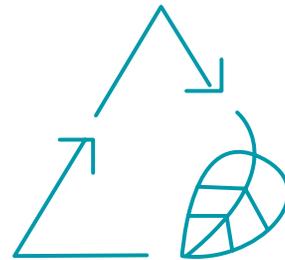
GOAL 1

Making sustainable development a means of value creation for regions and a distinguishing feature of our company

EXAMPLE

2017: Creation of the Cycle Up digital platform for re-using materials in the building and public works sector.

- The building and public works sector produces 250 million tonnes of waste every year
- Up to 50% of waste is not recycled in any way



GOAL 2

Developing a local presence by involving stakeholders, considering societal challenges and developing responsible practices

EXAMPLE

Development of an intrapreneurial culture

2017: 1st Ideathon (ideas marathon) based on the theme

"Data & Energy, Environmental and Societal Transition"

- 400 signed up on the platform, 34 teams formed, 12 projects selected, 4 prizes awarded and 1 project incubated.



Since 2011, Egis has structured its priority actions based on its challenges over a multi-year programme. In 2017, with its new "Imagine" corporate development plan, Egis redefined its priorities by updating its CSR roadmap and action plan. On the agenda are four main objectives for three levels of action: Anticipate, Support and Include.

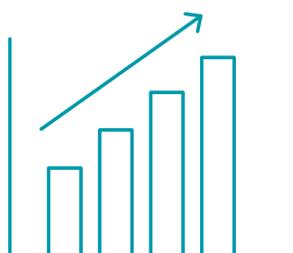
GOAL 3

Ensuring the roll-out of CSR practises across all our business activities and to all employees



EXAMPLE

Occupational Health and Safety Management
Proportion of certified activity
2014 = 28% / 2017 = 47%



GOAL 4

Consolidating and increasing the reliability of our extrafinancial reporting and making it an integrated monitoring

EXAMPLE

Roll-out of the SD/CSR initiative worldwide
2017: Integration of the Brazil zone in reporting



GOAL 1

Making sustainable development a means of value creation for regions and a distinguishing feature of our company

Supporting regions in transition

Whether making regions more resilient to climate change or inventing low-carbon and smart developments, Egis offers a full and systemic service for supporting regions in transition.



IN CYPRUS, EGIS IS SUPPORTING LARNACA AND PAPHOS INTERNATIONAL AIRPORTS TOWARDS CARBON NEUTRALITY

Holding both ISO 50001 (Energy management) and level 2 ACA (Airport Carbon Accreditation) certification, the airports have reduced power consumption by 30% in 5 years. Egis and the Vantage Airport Group, through a common subsidiary, continue to play key roles in airport management, on behalf of Hermes Airports (operating company of both airports).



IN THE DEMOCRATIC REPUBLIC OF CONGO, A PLAN FOR NATURAL RESOURCES MANAGEMENT

In this experimental project covering 30,500km² and involving around 850,000 people, Egis and WWF (World Wide Fund for Nature) support the populations of 161 localities to sustainably plan their natural resource management methods. The initiative is part of a REDD*+1 programme to protect and enhance the second largest tropical rainforest in the world.

REDD: United Nations Programme for Reducing Emissions from Deforestation and Forest Degradation



AN ENERGY CLIMATE AIR PLAN FOR THE GRAND PARIS PROJECT

Egis is supporting the Paris metropolitan area in structuring the region's actions in terms of greenhouse gas emission reduction, energy transition, air quality recovery, and climate change adaptation. The objectives of this plan are to bring together the communes' actions and to encourage regional transition.



HEATING AND COOLING NETWORK IN ASNIÈRES (FRENCH TOWN)

Egis is undertaking a turn-key project for a property development group, incorporating design, construction, finance, operation and maintenance. By 2022, the network will supply 1730 houses, a retirement residence, 4900m² of shops, 30,000m² of offices, a school group and a crèche.



A ROAD NETWORK BETTER EQUIPPED TO FACE CLIMATE PHENOMENA IN GEORGIA

Egis is providing technical assistance to the Georgian highways department with the aim of incorporating the challenges of climate risk into the road infrastructure maintenance, renovation and construction processes.

Reinventing mobility

Solutions currently exist for promoting, improving and diversifying the mobility offer. Others will be invented using digital technologies. Practices evolve alongside systems, facilitating the switch from one mode of transport to another and optimising all traffic flows within the urban space. Whether travelling better or differently, or boosting or enhancing a regional dynamic, Egis rises to the challenge every day for its customers.



AN ITS STRATEGY FOR WALLONIA, CREATING SAFER, SIMPLER AND MORE ENJOYABLE TRAVEL

A significant project has been carried out by Egis and its Walloon partners to assess the operation of all roads and motorways in French-speaking Belgium (Wallonia). Particular attention has been given to future innovations in the ITS field*, such as the introduction of dedicated car-sharing lanes, the creation of connected vehicle corridors (CRoads), the collection of events via social media, the integration of the eCall ("emergency call") or information on the HGV spaces available in roadside service areas.

ITS : Intelligent Transport System



EGIS SUBSIDIARY EASYTRIP AND BOUYGUES ENERGIES & SERVICES JOIN FORCES

EasyTrip and Bouygues Energies and Service have partnered to open up Bouygues' charging terminal network to drivers of electric and hybrid rechargeable vehicles who hold a KiWhi Pass®. Thanks to this partnership, 2018 will see 5,000 charging points become available to some 20,000 regular users of EasyTrip's KiWhi Pass®.



A LANE-SHARING TRIAL IN LYON (FRENCH TOWN) TO IMPROVE TRAFFIC FLOW: THE FIRST "DYNAMIC" BUS CORRIDOR

Along a 350-metre stretch, the road is reserved for buses when they are passing with vehicles free to travel along it the rest of the time. This solution is tested in partnership with Eiffage Energie, the City of Lyon, Systral and Keolis.



EGIS AND THE 'ASSISES DE LA MOBILITÉ' MOBILITY FORUM: MOVEMENT FOR A NEW POLICY

Through Syntec-Ingénierie (Union of research and consultancy companies) Egis actively contributed to the engineering position paper. Fourteen proposals were presented, specifically relating to governance, finance methods and concrete actions enabling a truly multi-modal transport solution to be developed.

Protecting nature environments and sharing resources

The preservation of vital resources such as water, air, soil, and biodiversity will dictate the future of generations to come. Establishing diagnostics, analysing development impact, proposing solutions to avoid, reduce and compensate for probable damage, supporting governance to ensure appropriate distribution of resources... Egis has the expertise required.



FOR THE RE-USE OF BUILDING MATERIALS A DIGITAL PLATFORM

Egis and Icade have created Cycle Up, an innovative online marketplace which organises offers and requests for materials. It connects actors from the sector for the re-use of building materials.

There are multiple benefits for projects and regions:

- Lowers carbon impact
- Reduces waste
- Saves non-renewable material
- Reduces construction costs
- Creates fewer imports and less supply relocation
- Generates non-relocatable employment
- Develops the social and solidarity economy territories.



MEASURES TO PROTECT LOCAL NATURAL AND CULTURAL HERITAGE IN QATAR

As part of a feasibility project for the future economic zone Um Alhouf, in South Doha (Qatar), Egis is responsible for the design and supervision of works and has proposed pioneering measures to protect the site's heritage:

- A mangrove protection plan
- Protection of the ruins of an ancient fishing village
- Protection of a natural water reserve.

These three sites are part of Qatar's cultural heritage. An information centre on these sites will be made available to the public.



IN BAHIA, BRAZIL, A PROJECT TO RESTORE MONTE PASCOAL-PAU, A REMARKABLE ECOLOGICAL CORRIDOR

Over an area of 110 hectares, marked out by the Brazilian Ministry of Environment, Egis teams worked to restore part of the Mata Atlântica tropical rainforest; reputed to be one of the richest ecological corridors in the world. The objectives of this project were to:

- reduce and prevent fragmentation of this region
 - rebuild ecological continuity and biodiversity
 - monitor and evaluate the efficacy of plantations.
- 100% of the work (sowing, planting, maintenance) was carried out by local communities.



INNOVATIVE ARTIFICIAL REEFS IN FRANCE

To restore degraded marine habitats on the Marseille coastline, 36 artificial reefs were manufactured and put in place by Seaboost, an Egis subsidiary. Different prefabrication innovations were developed, including ultra-porous concrete and the construction of the first concrete 3D-printed artificial reef in the world. These habitats will boost the ecosystem and its recolonisation by marine life.



"24-HR" DRINKING WATER FOR NAIROBI POPULATIONS

The Ruiru II project in Kenya aims to provide a 24-hour, secure drinking water supply to over 300,000 inhabitants through the construction of a 55m-high dam, untreated water transfer and a drinking water treatment plant. Egis is conducting full studies on all project works as part of a consortium of construction companies from the Vinci Group.

Trialling and co-designing liveable cities

By 2050, two thirds of the global population will live in cities, providing a wonderful opportunity to develop urban innovation initiatives. Working with local actors and residents, Egis is stimulating regional creative forces to offer progressive cities that are great places to live.



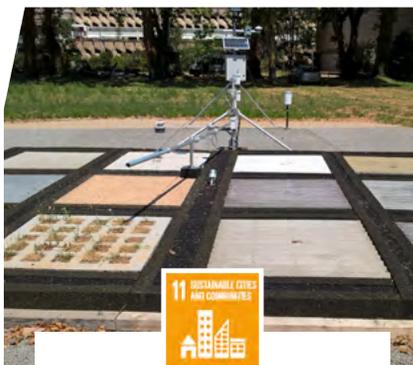
HOUSING FOR ALL IN INDIA: THE PMAY (PRADHAN MANTRI AWAAS YOJANA) MEASURES TO PROTECT LOCAL PROJECT

Launched in 2015 by the Indian Prime Minister, this programme aims to make "housing for all" with access to water, electricity 24/7 and sanitary facilities a reality by 2022. The programme's target is the construction of 50 million houses over 5 years. Egis contributes to the programme through a Project Management Assistance (PMA) role.



TRIALS OF THE FULLSCALE SMART CITY: EGIS CONTRIBUTES TO REGIONAL SMART CITY DEMONSTRATORS LAUNCHED BY THE CAISSE DES DÉPÔTS

The aim of the smart city demonstrators is to test the co-construction approach to "general interest smart cities" with French local authorities. Egis is participating in 7 of the 8 demonstrators distributed across 6 sites, including the construction of the Silva Tower out of wood in Bordeaux, the re-use of building materials with Cycle Up in the Olympic Village, and the Yhnova project which sees the first social housing constructed using Batiprint 3D™ printing technology.



INNOVATIVE FLOORING TO IMPROVE HYGTROTHERMAL COMFORT IN CITIES

As part of the Part-Dieu district redevelopment project in Lyon (a French town), Egis trialled innovative "cool-ground" solutions based on the reflective properties (albedo) of certain coverings and materials.



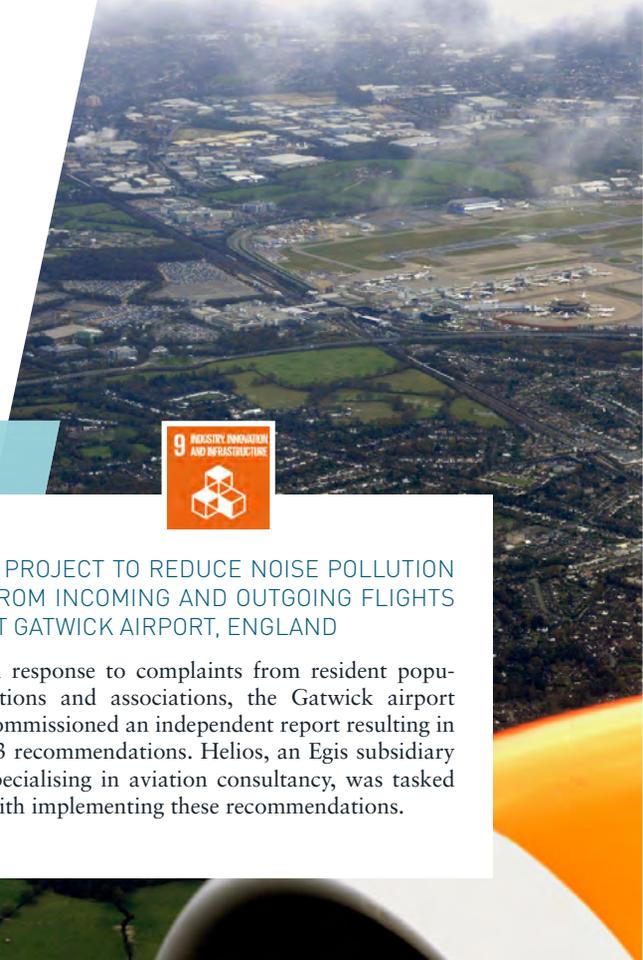
SENSORS ON GRENOBLE TRAMS TO MEASURE AND GEOLocate AIR POLLUTION

In a first in France, Egis, Transdev, SEMITAG and various start-ups conducted large-scale testing over an 18-month period. The results of this experiment will help public authorities and residents to make better decisions in terms of mobility strategy and behaviours to adopt should pollution peak.

GOAL 2

Developing local presence by involving stakeholders, considering societal challenges and developing responsible practices

As soon as co-construction proved to be a useful source of progress, Egis identified the most suitable means of cooperation to achieve the best possible result in terms of feasibility and sustainability. This dynamic is made reality through partnerships, memberships and participation in think-tanks.



A PROJECT TO REDUCE NOISE POLLUTION FROM INCOMING AND OUTGOING FLIGHTS AT GATWICK AIRPORT, ENGLAND

In response to complaints from resident populations and associations, the Gatwick airport commissioned an independent report resulting in 23 recommendations. Helios, an Egis subsidiary specialising in aviation consultancy, was tasked with implementing these recommendations.



THE FIRST IDEATHON TO STIMULATE INNOVATION

By organising its first Ideathon, open to both the Group and its clients, Egis kick-started a series of promising initiatives in terms of innovation. After 12 competing projects were presented, the "creators of the future" were able to watch their project evolve alongside mentors and experts in graphic design, data sciences and UX/UI design who were present for the occasion. The winner of this first edition of the Ideathon was Tàn, a platform supporting carbon neutrality.

UX for User eXperience and UI for User Interface



THE 'ENTREPRENEURS DU MONDE' NGO MEETS WITH EMPLOYEES

Since 2016, the Egis Foundation has supported NGO "Entrepreneurs du Monde" to implement an energy access programme in Cambodia. In 2017, the NGO's teams were involved in the "Responsible Egis" Value Day. This encounter led to closer relationships between NGO and Egis employees. Some expressed their desire to volunteer alongside the Energy Unit team, others discussed setting up joint initiatives that are developed with the NGO and integrated into Egis activity.

fondation @ egis **ENTREPRENEURS du Monde**



WOOD CONSTRUCTION, A MATERIAL FOR THE FUTURE

To minimise building energy intensity, Egis is promoting wood construction and participating in various working groups to develop the sector such as the Association pour le développement du Bâtiment Bas Carbone (BBCA; a french Association for the development of Low Carbon Building), the french Club Oui au Bois ("Yes to Wood" Club) and Adivois (a french association). In 2017, Egis:

- published a portfolio of its key projects: "Le bois, une matière d'avenir" (Wood: a material for the future")
- actively contributed to a guide of wood-constructed apartments (Vade-mecum des immeubles à vivre en bois), published by Adivois
- participated in pilot projects of wood-construction high-rise apartments, including Wood-Up, a 16-storey student accommodation building.



THE PROS OF WOODEN CONSTRUCTION

- + **"Carbon-fixed"** : it has a fixed carbon stock which is included in the project's overall assessment long-term.
- + **"Warm"** : wood naturally creates a warm and cosy atmosphere.
- + **"Healthy"** : wood is believed to have heart-regulating properties. It is thought to reduce stress in occupants and reduce absenteeism rates (offices).
- + **"Resistant"** : wood has the intrinsic quality of being particularly light in relation to its resistance.
- + **"Fire-retardant"** : contrary to popular belief, wood is an excellent fire-retardant material. The regulations are the same as for buildings constructed from concrete, brick, etc.
- + **"Dry Build"** : choosing wood means a fully or partially dry-process building site, favouring waste reduction (prefabrication, re-use on-site), and considerably reducing any disturbance experienced by residents.
- + **"Reduced time scale"** : wood construction enables extremely short implementation time-scales.
- + **Architecturally flexible"** : wood lends itself brilliantly to digital industrial tools, offering considerable potential for shape and form.



SIGNING OF THE SHIFT PROJECT MANIFESTO, A COMMITMENT TO DECARBONISING EUROPE

Like many large groups, Egis signed the Shift Project manifesto, a call for the Paris agreement to be acted upon. Comprising nine, concrete, costed proposals, this manifesto affects sectors as varied as transport and energy sources, sectors in which Egis has a great deal of expertise.



SKILLS SPONSORSHIP WITH THE NGO 'MÉDECINS SANS FRONTIÈRES'

Egis is assisting Médecins Sans Frontières to design their new head office in Paris' 19th arrondissement. The sponsorship is focused on the project management assistance mission and its study, consultation and works monitoring phases.

GOAL 3

Ensuring the roll-out of CSR practices across all our business activities and to all employees



11 COMMITMENTS TO SUPPORT EMPLOYEES AFFECTED BY CANCER AND TO PROMOTE HEALTH

To help those affected by cancer to remain in and to return to employment, Egis signed the charter developed by the Corporate Club jointly coordinated by the National Cancer Institute (INCa), the National Association of Human Resources Directors (ANDRH) and the National Agency for the Improvement of Working Conditions (ANACT) and its network of regional associations. The scheme will be evaluated on an annual basis (perimeter France).



AN HR CHARTER TO STANDARDISE MANAGERIAL PRACTICES ON A GLOBAL SCALE.

Organised around the eight themes of health, safety, workplace security, local labour law, respect and fairness, integration and relationships with our professional communities, managerial commitment, social responsibility, this HR charter is now the primary reference document for all Egis managers and their partners within the scope of projects.



REST DAY DONATIONS FOR COLLEAGUES WITH A SERIOUSLY ILL CHILD, PARENT OR SPOUSE

Egis has signed an agreement allowing employees to benefit from donated rest days and be paid during their absence. This is a fantastic way to encourage solidarity in the workplace (France only).



HEALTH AND SAFETY: SIMPLIFIED ALERTS FOR BETTER PREVENTION OF HIGH-RISK SITUATIONS

A system was put in place to allow all employees to report high-risk situations or "near accidents" and to suggest improvements. In this way, each employee is responsible and contributes to the effective functioning of the management system.

In line with the structure of the Health and Safety initiative, each employee now has access to :

- A collaborative platform, "My Egis Health and Safety", which brings together the complete body of documents
- A specific e-learning module on international Health and Safety
- A charter on Psychosocial Risks to encourage responsible behaviour.

Some project departments have introduced rewards for teams when no accidents have been declared on their project. Others, as in Brazil, organise workplace accident prevention exercises.

(In 2017 the system has been developed in France but in the long term it will be implemented all over the Egis group).

GOAL 4

Consolidating and increasing the reliability of our extra-financial reporting and making it an integrated monitoring tool

Our economic and governance challenges

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Being a committed player in sustainable engineering					
Commitments	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Signature of the Shift Project manifesto to "decarbonise" Europe (the Shift Project is a think tank striving for an economy free of the carbon constraint). • Reflections on the key elements of the new 2018-2020 CSR road map, based on three priorities: the Egis offer with regards the 2°C Target, the consideration of the UN Sustainable Development Goals, the broadening of the scope of our CSR policy worldwide (in this edition of the report, several indicators from our Brazil subsidiary have been added - in italics in the indicators columns). • Publication of a charter on Psychosocial Risks that defines the Group's commitments, defines the risks, specifies each person's role in confronting these phenomena, the actions taken and the indicators (France perimeter) • Signature of a charter to support employees affected by cancer and to promote health. (France perimeter) • Publication of an HR charter to standardise managerial practices on a global scale. • EET (Ecological and Energy Transition) at the heart of the Group's 2018-2020 strategic objectives (control of building energy efficiency, urban energy, regional energy autonomy, biodiversity/preservation of natural resources, etc.).
Innovation	The amount of R&D investments eligible for French research tax credit (CIR)	Group	€16 m	€17 m	<ul style="list-style-type: none"> • Research & Development (R&D) is essential in the development of Group activities. Once again this year, the amount allocated to investments in R&D has increased. Our innovation policy is structured around five main focus areas: <ul style="list-style-type: none"> - Sustainable infrastructures and related services for connected and 'seamless' mobility - Energy conservation, renewable energy and the climate change adaptation, working resolutely towards the 2°C pathway - Protection of biodiversity and preservation of natural resources - The sustainable, inclusive, smart, desirable and resilient city - Digital engineering, artificial intelligence, Big Data and the Internet of Things (IoT) aiding the performance of our clients' projects and of users of the structures we design and operate • Egis and the Icade group, with the support of the Caisse des Dépôts, founded the start-up Cycle Up, a marketplace connecting actors involved in the reuse of construction materials. This digital circular economy solution will be implemented across the Olympic Village at the Paris 2024 games. • The new innovation dynamic committed to in 2016 was consolidated: <ul style="list-style-type: none"> - The first Ideathon was organised to stimulate innovation: 12 projects competed against each other. Tàn, a platform supporting carbon neutrality, is the winner of this first edition. - Involvement of young employees in the innovation process, with the "New Bees team", the role of which is to challenge the different projects and to bring the perspective of the young generation on emerging business models and new working methods - Trialling of a scheme to support innovations in the excavation phase: the Tiger Teams • Membership of the CLUB de Paris des directeurs de l'innovation (Paris CLUB of innovation directors)
Strengthening relationships with stakeholders in areas where Egis operates					
External partnerships	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Continuation of targeted partnerships, including on energy, climate and biodiversity topics, and particularly: <ul style="list-style-type: none"> - Renewed membership of CEEBIOS (the European Centre of Excellence in Biomimicry at Senlis); of the Nature 2050 programme from CDC Biodiversity (within this programme, Egis is taking part in B4B+ club working groups to develop a Biodiversity footprint indicator); Egis is a founding member of the Low Carbon organisation; read about all of our partnerships at www.rse-egis.fr/en • On the subject of mobility: <ul style="list-style-type: none"> - Various partnerships have been signed by Egis Easytrip Services (operating under the Easytrip and Transpass brands, provides a whole range of mobility services for road users): with Free2Move, the PSA brand dedicated to mobility, in the roll-out of its offer of on-board services, with the car manufacturer Kia to make the KiWhi Pass@ solution available to customers, enabling them to access a vast network of fast-charge terminals across France, with the Dutch start-up Route 42, to offer a new "Connected Vehicle" service, with Bouygues Énergies & Services to open up networks of charging terminals to drivers of rechargeable electric and hybrid vehicles who have a KiWhi Pass@ card. - A partnership with Eiffage Énergie, the City of Lyon, Sytral and Keolis, to trial road sharing in Lyon with a view to improving traffic flow: the first "dynamic" bus corridor. Along a 350-metre stretch, the road is reserved to buses when they are passing; vehicles are free to travel along it the rest of the time.

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Strengthening relationships with stakeholders in areas where Egis operates					
Dialogue with stakeholders	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> Egis maintains good relationships with its key stakeholders, owing to its business sectors and their need to be open to other external players. The need for a general understanding of the issues, for definition and for co-construction has led the Group to see dialogue as central to its governance. Here are a few examples: <ul style="list-style-type: none"> - Audition by a French Senate inquiry committee on the reality of compensatory measures on infrastructure projects, projects integrating anticipatory measures, preliminary studies, conditions of completion and their monitoring over the duration - Mobilisation for the "Assises de la mobilité" mobility forums (following the national consultation launched in September 2017 by the Minister of Transport, Elisabeth Borne (France), with all actors from the transport sector and citizens). Through Syntec-Ingénierie (French union of research and consultancy companies) Egis actively contributed to the engineering "position paper". Fourteen proposals were presented relating particularly to governance, financing methods and concrete actions enabling the development of a truly multimodal transport offer. - Contribution to the Vade-Mecum to support the design and construction of wood-construction residences) published by Adivbois, with which Egis is a partner (Adivbois is a French association which promotes the wood construction) - Contribution to the development of a study devoted to BIM (Business Information Modeling), published by Eyrolles (a French publisher) = "Le BIM éclairé par la recherche-Modélisation, collaboration & ingénierie" ("BIM enlightened by research-Modelling, collaboration & engineering" – a french version book). Egis also has many partnerships. Examples of key contributions: The Palladio foundation, the Sustainable Building Plan (Plan Bâtiment Durable), Building Smart International, Medi@construct, the Syntec-Ingénierie engineering federation, the College of Sustainable Development Directors, the Saint Quentin in Yvelines Climate and Energy Club, BBCA (Low Carbon Building Association), the Oui Au Bois and ADIVbois associations (two associations which promote the wood construction), Certivea engineering consultancy (the reference regarding evaluation and certification), R20 (Regions of Climate Action, a NGO which finances and develops green infrastructure projects), Business Clusters, the AIPCR (World Road Association). Egis consolidates customer satisfaction surveys at Group level each year. The Egis Sustainable Development (SD) Steering Committee meets twice a year and is composed of internal spokespeople and external parties recognised across the different fields of SD relating to our activities. The aim is to provide a critical and constructive opinion on our solutions and the responses we bring to SD issues or to debate dilemmas that we face during our operational projects. In 2017, four subjects were debated: the low-carbon city, wood construction (buildings), energy-positive motorways, self-consumption energy projects at local level.
Solidarity and corporate patronage	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> Day-to-day, various programmes enable employees to be involved in solidarity action and to launch eco-responsible initiatives, both in France and worldwide. Here are a few examples: <ul style="list-style-type: none"> - Continuation of the skills sponsorship with the "Nos Quartiers ont des Talents" French association (NQT, or "Our Neighbourhoods Got Talent") 57 young people sponsored in 2017. - Skills sponsorship operations: In France, contribution to the restructuring project for the new Médecins Sans Frontières head office + continuation of the renovation of a housing site for the Samu Social (NGO providing direct social and medical assistance in the streets) + 2 sponsorships organised by Routalis (A28 motorway operating subsidiary) where some employees gave their time to the french NGO, Secours Populaire (which acts against the poverty and the exclusion in France and in the world), while others maintained footpaths close to the motorway to enhance the region's tourist appeal. - In Brazil, teams were mobilised against breast and prostate cancer. They organised fundraising campaigns for the most disadvantaged (clothes and food products). They contributed to the environmental project run by the Federal University of Rio de Janeiro to replant native trees from the Mata Atlantica primal forest. - In Cameroon: mobilisation for the Promhandicam organisation, for disabled children. - In Qatar, organisation of a blood donation rally. - In Portugal: collection of toys and clothes for the Red Cross, for the people affected by the forest fires. - In the Philippines: campaign planting trees along the motorway in South Manila. - In Mexico: Following the terrible earthquake that struck Mexico on 19 September, Egis joined a support campaign organised by the French Ambassador to Mexico. - In India, Egis renewed its support for the NGO "Salaam Baalak Trust" to fund a nutritional programme for children at the Aasra centre. - The Egis Foundation supported students from the Villebon Charpak Institute + the NGO Entrepreneurs du Monde (supports microfinance programmes) on the Pteah Baitong project (programme facilitating access to energy for populations experiencing energy poverty in isolated areas of Cambodia) + support for Cergy workshops (preparation of a workshop on the SD of the Greater Ouazazate region in Morocco + support for the CODATU organisation (supporting Masters-level training in Rabat (Morocco) and Lomé (Togo) to train the future urban mobility managers in Africa). - On the occasion of 20 years of the Egis brand, three days celebrating the Values of Egis (Responsible, Human and Creative) were organised across the globe with solidarity events, poster campaigns on the CSR actions and solutions developed by the Group, a CSR game for tablets and smartphones with the added bonus of, for every 50 logins, a financial contribution donated to the French Nature2050 programme (a programme to restore biodiversity and help regions to combat climate change).

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Placing our employees at the heart of corporate governance to participate more strongly in its long-term performance					
Opening up of capital to employees	25% of the share capital owned by employees	France Executive partners (Iosis Partners) and FCPE mutual funds open to all employees	- Executive partners (Iosis partners) 19% - Employee FCPE mutual fund: 6%	- Executive partners (Iosis partners) 19% - Employee FCPE mutual fund: 6%	<ul style="list-style-type: none"> Egis's capital model is unique in the engineering and construction sector: 75% of the company's capital is held by the Caisse des Dépôts, with the remaining 25% owned by executive partners and employees. The sale of a stake in the company to the "Partners" (senior managers) and to all French employees of the Group took place in the first half of 2011 through a mutual fund (Fonds Commun de Placement d'Entreprise - FCPE). This capital model brings together the Caisse des Dépôts, a financial institution with a long-term vision and a strong interest in our business sectors, with a group of shareholders consisting of employees and managers committed to the success of their Group. This capital structure is a formidable motivating factor, generating momentum within the company and reinforcing our credibility with Egis's customers and partners.
Strengthening internal due diligence, particularly in view of our ambitions for international growth					
Business ethics and anti-corruption	Total number of people trained in the prevention of corruption, criminal risk and business practices	Group	437 people received face-to-face training	596 people trained, including 478 people in face-to-face training	<ul style="list-style-type: none"> Ethics e-learning courses are now included in the Egis training catalogue as self-service for French employees. The 1st module aims to raise awareness of business ethics and to introduce the Egis policy on the subject, and the second goes into more depth on three subjects: anti-corruption, staff integrity and conflicts of interest. 4617 employees completed the full course. Face-to-face sessions were organised in Poland and Romania. <p><i>The e-learning course was a great success in Brazil: half of all employees followed it.</i></p>
Meeting our customers' expectations in the best way possible					
Monitoring Customer Satisfaction	Proportion of Egis's business that has ISO 9001 certification	Group	90% France 74% (group)	95% France 72% (group)	<ul style="list-style-type: none"> Renewal of the Group's Triple Certification (ISO9001/14001/OHSAS18001) in France, obtained in October 2017. In 2016, 90% of the business (across the subsidiaries with their headquarters in France) ISO 9001 certified. In 2017, this percentage received 95%. For the first time in 2017, we are in a position to publish this as a Group-wide indicator: 72% of our businesses are ISO 9001 certified. The rail subsidiary once again achieved the Gold level (the highest score) in the Ecovadis evaluation, for its commitment to CSR (evaluation reflecting the quality of the CSR management system). A paperless survey tool is currently being rolled out. In 2017, this type of survey was conducted with Egis Bâtiment, across 10,000 building and construction accounts.

OUR SOCIETAL CHALLENGES

Our ambitions	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Working with communities.					
Actions taken in favour of local people and residents	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> Due to the nature of its work (regional development), most of the projects led by Egis compete with local development, and the attractiveness of the region. Regional development is a priority. This is achieved through a sustained policy of stakeholder involvement, systematic consideration of societal issues and responsible practices. Significant 2017 examples of projects carried out (non-exhaustive list): - In England, with its consultancy subsidiary Helios, Egis contributed to a project to reduce noise pollution from flights coming in and out of Gatwick Airport. - Egis in India: contribution to the PMAY (Pradhan Mantri Awaas Yojana) programme launched in 2015 by the Indian Prime Minister, with the goal of making "housing for all" a reality by 2022. Workshops were organised in close collaboration with the PWD (Public Works Department) and the State Government of Madhya Pradesh. These workshops aimed to clearly define the roles and responsibilities expected of all stakeholders. On this project, Egis performs a Project Management Assistance role. - Egis in Rwanda: capacity-building for the Rwandan government in the farming sector, for the sustainable use of land, water resources, value creation and better food security. - Egis in Kenya: contribution to the H24 drinking water project for populations in Nairobi, a 55 metre-high dam project transferring untreated water and passing it through a water purification plant to supply water to over 300,000 residents. Egis is conducting full studies of all project works, from preliminary studies to execution plans, as part of a consortium of construction companies from the Vinci group. - Egis in France: action to raise awareness of fire prevention along the A63 motorway with the DFCI (French leader in forest fire prevention) of Aquitaine, to encourage motorists not to throw their cigarette ends out of the car window. - Egis in Qatar: raising awareness among students from the international school in Doha on the subject of CSR, a particularly important programme in terms of the environmental appeal of public transport in a country where cars are heavily used. <p>See also the section above: "Solidarity and sponsorship" to find out about a selection of solidarity activities.</p>

Nos défis sociaux

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Providing a positive environment and attractive working conditions for our employees.					
Jobs	Total number of permanent staff	France Permanent staff	3842 people	3888 people	<ul style="list-style-type: none"> Egis acts as a responsible employer, by: <ul style="list-style-type: none"> - promoting sustainable employment. Over the last 4 years, over 95% of employees in France have been on permanent contracts - promoting employee professional development - renewing its anti-discrimination policy Achievements (France): <ul style="list-style-type: none"> - Telecommuting: 5% of employees in France telecommute (work from home) regularly. - An agreement was signed relating to the Time Savings Account and the donation of rest days to allow employees the opportunity to donate rest days for the benefit of an employee whose close relative is seriously ill. - Part-time: all part-time employment requests are examined by the company in accordance with a process provided for in the agreement. Nearly all part-time arrangements are "chosen" within the Group. - Internal meeting times: all internal Egis meetings must finish by 6 pm (or by 7 pm in exceptional circumstances relating to an emergency involving the safety of property or people). - Working time management: Possibility of managing working hours for parents with children under three + managing hours around the start of the academic year. - There are provisions for authorised absences for employees with a child with severe disability (for medical appointments). - Measures for paternity/maternity/adoption leave: additional leave to maintain employees' full salary, return-to-work interview, maintenance of the link with the company and the Group during absence (access to Intranet and internal network), adjustment of working hours for pregnant women from the 3rd month of pregnancy (- 20 minutes a day, -30 minutes from the 5th month). Organisation of childcare time and costs for training - A new Group agreement on the Generation Control was reached on 7 April 2017, with all social partners. It meets the triple strategic objective of improving access for young people to sustainable employment, maintaining and developing the employment of older employees and, finally, ensuring knowledge and skills transfer between generations. Objectives have been set that are both ambitious and realistic. And within this framework, an active recruitment policy favouring junior profiles. 55% of people recruited in France in 2017 were aged under 30. We have also enhanced our mentoring policy by adding dedicated support on certain training pathways. Over the last two years, we have supported over 60 mentor/mentee partners as part of a pathway for junior project managers. Furthermore, we have improved our use of block-release contracts (72 on average in 2017). - Continuation of our Strategic Workforce Planning agreement (to be renewed at the start of 2019) with three industry observatories conducted over the last two years and specific monitoring of sensitive professions. - Continuation of career appraisals allowing employees to plan the rest of their career path and to identify the activities required to develop their skills. Over 2600 employees in France were able to refresh their appraisal in 2017.
	Length of service (years)		10	11.4 <i>4 years in Brazil</i>	
	Average age (years)		41.5	42.6 <i>35 in Brazil</i>	
	Staff turnover (incl. resignations)		365 people Or 8.30% (resignations 3.4%)	14.2 % (resignations 6.4%)	
Work organisation	% of part-time employees	France	9.21%	8.60%	
	Average part-time		77.23%	77.60%	
Internal mobility	Number of transfers in the Group	Group	129 inter-company transfers 213 geographic transfers	100 inter-company transfers (including 94 between Egis subsidiaries and 6 to the CDC) 255 geographic transfers in total <i>5 transfers from Brazil to another of the Group's countries</i>	<ul style="list-style-type: none"> Internal mobility is a key element of the HR policy in terms of employment and skills management. In France in 2017, nearly 100 inter-entity transfers and 255 geographic transfers were recorded. Several agreements frame this policy: To increase the visibility of posts to fill internally, a platform on the Intranet called "StepUp" was made available, with job descriptions.
Developing the skills of our employees					
Training	Percentage of employees trained	France	65.2%	61%	<ul style="list-style-type: none"> Continuation of our training investment with nearly 54,000 training hours and over 4200 training activities delivered in France in 2017. & Increased importance of our Digital Learning platform, now accessible to all Egis employees worldwide (7800 visits and nearly 8000 logins with over 150 active modules on many topics, including Health and Safety, Ethics & Compliance). Introduction of "Induction" process for all new employees - content focused on the Egis values. Continuation of Egis Campus study programmes intended for key profiles; integration of international programmes. Continuation of the managerial development programme "Imagine Managing Tomorrow". Provision of individual skill development programmes for 350 managers. Collective training initiatives, coaching and "co-development". Carrying out of an international "Management excellence" training course. Creation of the "My Egis" development solutions offer for all managers. Introduction of a Change Management cultural development programme (to accompany the human aspect of transformations).
	Percentage of employees trained		11 hours	23 <i>4.4 hours in Brazil</i>	

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Ensuring the health and safety of our employees, everywhere					
Health and Safety of employees	Procedure	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Renewal of the OHSAS 18001 certification in 2017. For the first time in 2017, we are in a position to publish this as a group-wide indicator: 47% of Egis's business has OHSAS 18001 certification • Continued roll-out of the "Safety Attitude by Egis" initiative • Achievements in 2017: A charter signed to improve the support for employees affected by cancer and to improve health (France). - Provision of an internal "My Egis Health & Safety" portal, where useful information is made available. - Roll-out of the "Safetrip" tool for reporting international trips, enabling employees to be contacted at any time in the event of any risk in the countries in which they are staying. - Simulations of emergency health & safety situations (fainting, sprains, cuts and electric shocks) were carried out on several sites, to test and improve practices. - Implementation of a new incident reporting system. - Publication of a charter on the prevention of psychosocial risks. - Provision of a "Cause Analysis" e-learning course to help employees resolve problems relating to projects or everyday work, and to prevent them from reoccurring. - Two e-learning modules on global health and safety were rolled out to all Egis employees working internationally.
	Accidents involving work stoppage	France	26	29 <i>4 in Brazil</i>	
Safety Management System	Share of Egis business certified OHSAS or	Group (since 2017)	33% (France)	56% (France) 47% (group)	<ul style="list-style-type: none"> • More locally, on different sites, training to raise awareness of prevention were organised (sight day in Qatar, cancer prevention in Brazil). On others, yoga sessions were offered (Qatar, India) to prevent stress. • On some projects, to encourage the Safety Attitude, rewards were allocated to teams when no accidents were reported. This was particularly the case in Qatar on the Al Rayyan road project, and in Oman on the project to construct a desalination factory in Barka.
Developing social dialogue					
Agreements	No. of collective agreements signed by the Group	Companies linked to the Syntec-Ingénierie convention and with a stake of over 50%	5 new agreements	4 new agreements	<ul style="list-style-type: none"> • A new Group agreement on the Generation Contract was reached in 2017 with all social partners (see the Employment line above for more details). • Other agreements were signed relating to contingency and healthcare costs, the time savings account + donation of rest days, results-sharing scheme, and holiday bonus. • <i>Our Brazilian subsidiary also has company agreements on a local level (19 of them in 2017).</i>
Respecting and promoting equality, diversity and social diversity					
Disability	Employment rate of people with disabilities	France	2.25%	2.68% <i>1.55% in Brazil</i>	<ul style="list-style-type: none"> • Continuation of action for people with disabilities; Examples: - Provision of CESU Handicap (Universal Service Employment Cheques). - Events for the European Disability Employment Week (EDEW) from 13 to 19 November 2017. During this week, a notebook on illnesses causing disability, accompanied by a pen, was distributed to all employees (in France), a lecture on diabetes prevention was delivered (a disease affecting over 4 million people in France) in addition to a workshop entitled "Junk Food: Let's Change Our Habits". - Authorised absence for employees with a child with severe disability (for medical appointments). - Participation in the diversity sports challenge on 8 June, organised by Agefiph (an organisation helping people with disabilities to find work) - 140 participants - Routalis (Egis operations subsidiary) finished in 8th place. - Participation in the TowerRun Incity in Lyon, France. 765 steps to climb on behalf of the humanitarian organisation Handicap International, reaching the 35th and final floor at a height of over 150 metres. - Sylvain Bréchet, Egis employee, was crowned French parasports champion in snowboard-cross for the fourth year running at the event that took place in Les Saisies in the Savoie, France on 28 March (Egis is a partner of the Snowboard & Handicap Association) - In Cameroon: mobilisation for the Promhandicam organisation for children with disabilities. On this occasion, donations were collected from employees, and supplemented by Egis, to be distributed to the children. - In Great Britain, participation in the 8th edition of the parasports championships. A bronze medal was achieved by an Egis employee in training. <ul style="list-style-type: none"> • Of our projects, the Larnaca airport (in Cyprus) was voted by the ACI (Airport Council International) the best European airport for facilities and services offered to people with reduced mobility; Selected from a panel of 500 airports across 45 European countries, it marks the airport community's genuine recognition of this airport, but also of Hermes Airports, the operating company for Larnaca and Paphos airports in Cyprus, in which Egis is a 20% shareholder.
Over-55s	Rate of employment of (over-55s)	France	15%	15% <i>12% in Brazil</i>	<ul style="list-style-type: none"> • A new Group agreement on the Generation Control was reached on 7 April 2017, with all social partners. It meets the triple strategic objective of improving access for young people to sustainable employment, maintaining and developing the employment of older employees and, finally, ensuring knowledge and skills transfer between generations.

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Respecting and promoting equality, diversity and social diversity					
Gender equality	Proportion of women in governing bodies	Group	Egis Executive Committee (COMEX): 3/9 CDO: 4/18	GMC 4/9 Executive Committee (COMEX): 5/19	<ul style="list-style-type: none"> In 2017, the governance bodies evolved: <ul style="list-style-type: none"> The General Management Committee (GMC) succeeded the Executive Committee: It is an advisory board to the Group's CEO. It is the board where the Executive Committee's decision-making processes are prepared and organised, and where common or urgent decisions are taken. Women are well-represented on this board, at 44%. The Executive Committee (COMEX) succeeded the CDO; this is the Group's main management board. It is composed of members of the GMC and executive directors in charge of main Business Units. This is the Group's steering body where the group's structuring decisions are debated. The Chief Executive Officer, after listening to positions expressed by the Executive Committee, makes decisions and arbitrates (subject to the prerogatives of the board of directors): women represent 26% of the numbers on this board.
	Gender Pay Gap	France	3.9%	3.49%	<ul style="list-style-type: none"> In equal classifications or equivalent duties, women earn on average 3.49% less than men. A regular reduction of this gap has been observed since 2015. Some achievements: <ul style="list-style-type: none"> Pay gaps (between genders): a negotiation within subsidiaries resulted in the constitution of specific budgets with a view to reducing the gaps when non-objectified situations were observed. Provision of an e-learning course designed by Alter-égales (the network of women from the Caisse des Dépôts group) with the goal of raising awareness among the Group's employees of diversity and gender equality. Active participation of Marianne Sénéchal, project director for Line 15 of the Grand Paris project in the "ESTP au féminin" organisation which, every two years, awards a trophy to several exceptional women. (Egis trophy partner). Three discussion workshops were organised in the form of a brainstorming session at the Lyon, Montreuil and Saint-Quentin sites, on "Diversity at Egis, what does it look like?" Egis in Cameroon and Egis in India mobilised for International Women's Day (8 March) by organising events. In Cameroon, mobilisation with the Cameroon organisation PROMHANDICAM, for children with disabilities - In India, discussions and debate on the role of women in India.

Our environmental challenges

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
In our operations: reducing the environmental impact and CO2 emissions of our operations (built assets and travel).					
Internal environmental policy	Proportion of Egis's business that has ISO 14001 certification	Group	79% (France)	69% (France) 55% (Group)	<ul style="list-style-type: none"> At the end of 2017, 69% of Egis businesses (subsidiaries with their headquarters in France) were ISO14001 certified: one percentage lower compared with 2016, which is explained by the increase in turnover of non-certified subsidiaries. For the first time in 2017, we are in a position to publish this as a Group-wide indicator: 55% of Egis's businesses are ISO140011
Sustainable use of resources	Electricity consumption and purchase of heating & cooling		11,920 MWh or 140 kWh/m ²	10,952 MWh or 136 kWh/m ²	<ul style="list-style-type: none"> Egis in Brazil is ISO 14001 certified across 80% of its businesses. Maintenance of efforts to control the Group's ecological footprint with: <ul style="list-style-type: none"> The continuation of the travel policy Energy management trials since 2015 on the Saint Quentin en Yvelines site (START, our headquarters) and Montreuil (Terra Nova 3) sites in France enabled a steady reduction in consumption. Monitoring of consumption in a consolidated report for 14 buildings in France (10 in 2015, 13 in 2016). The results are available on the "Empreinte à la trace" (Tracing our footprint) platform accessible at www.rse-egis.fr/en (data on energy, water, waste, etc.) Globally, CO₂ emissions are distributed as follows: <ul style="list-style-type: none"> 83% for travel (of which nearly half the emissions are due to air travel) 15% for building energy consumption 2% for waste production Compared with the 2016 data (and with an additional site: 14 instead of 13), the following can be noted: <ul style="list-style-type: none"> A reduction in energy consumption by buildings located in the south of the country (where there wasn't a hard winter) which resulted in a reduction in greenhouse gas emissions. Despite the development of international business, a reduction in travel-related emissions. In relative values, travel represents 83% of CO₂ emissions, a large proportion of which is produced by international air travel. But thanks to a voluntarist policy and Skype (real-time communication platform), internal air travel has decreased. The volume of waste, in absolute values, is increasingly slightly, but based on an average per employee it is decreasing.
	Consumption of mains water		20,300 m ³ or 6 m ³ /pers.	19,978 m ³ 5.5 m ³ /pers	
Pollution and waste management	Paper purchases and the percentages of which are eco-friendly		101 t. 98% bear the Eco label	75 t Over 90% eco-friendly	
	Production of sorted and recycled non-hazardous waste		652 tonnes 198kg / year / employee	716 tonnes 196 kg / year / employee	
Climate Change	Energy - direct and indirect GHG	French sites	Direct: 229 t. eq CO ₂ Indirect: 1650t. eq CO ₂	Direct: 237 t. eq CO ₂ Indirect: 1504	
	Travel - GHG emitted by our main corporate trips		13,752 t.EQ CO ₂	12,202 t.eq CO ₂ 900 t.eq CO ₂ for Brazil	
<p>Our employees contracted in France emitted an average of 3.2 t. eq/CO₂ for travel. In Brazil, this figure represents 2.05 t. eq CO₂</p>					

Our goals	Our indicators	Scope	2016	2017	ACHIEVEMENTS IN 2017
Our indirect impact through our customers' projects: facilitating the expected economic and social benefits for local areas by controlling environmental impacts					
Solutions with significant sustainable development added value	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • The Ecological and Energy Transition (EET) is at the heart of the company's strategy. It impacts on all fields of Egis activity, from design to operation. Examples of significant and/or experimental solutions and/or projects: <ul style="list-style-type: none"> - Launch of the Cycle Up platform www.cycle-up.fr (French website). - La Caisse des Dépôts, Egis and the La Poste group founded the SOBRE company, which has been trading since the end of 2017, and after a trial phase across the portfolios of shareholding groups (12,000 building and 7 million m²), specific digital solutions for the control and reduction of energy consumption by corporate property users. For more information https://sobre.immo (French website). - Installation of 36 innovative artificial reefs in the heart of the Calanques National Park (project to restore marine habitats historically degraded on the Marseilles coastline - France) with Seaboost, an Egis subsidiary. (Different prefabrication innovations were developed, including ultra-porous concretes and the completion of the first artificial reef in the world to be 3D printed in concrete. These habitats will give a boost to the ecosystem and its recolonisation by marine species). - A heating and cooling network in Asnières, a french town (63% renewable energies). - Seven trials of the life-size Smart City to which Egis is contributing through regional demonstrators launched by the Caisse des Dépôts. - Start of the Tan project; Ideathon award-winner, a platform to support carbon neutrality. - Support for the Métropole du Grand Paris in the development of the City's Climate Air Energy Plan. - Along the A28 (a French highway), pilot trial of using goats to clear bramble bushes, in collaboration with the Des Pampilles Farm in Cisaï-Saint-Aubin, France. Cyprus airport: ISO 50001 certification (energy management). - Egis contribution to the completion of wooden non-residential building projects (e.g. for Bouygues Immobilier, office building measuring 17,000 m² in the Clichy Batignolles joint development zone (ZAC, France), an energy-positive building constructed using wood). - In partnership with the WWF (World Wild Fund for Nature), a Natural Resources Management Plan (NRMP) project in the Bandundu region of the Democratic Republic of Congo. - Trial in Lyon (a French town) to combat the phenomenon of urban heat islands (Albédo). - Egis in Qatar, Doha West Waste Water Treatment Plant project, which has an ultra-filtration system that allows 100% of water to be treated + contract to rehabilitate the lagoons of Al Karaana. - Reduction of sound pollution at Gatwick airport in England. - <i>Reforestation project in Brazil.</i> - <i>For offshore projects in Brazil, evaluation of impact on marine life.</i>
Quantification of Egis leverage	Qualitative	Group	Qualitative	Qualitative	<ul style="list-style-type: none"> • Continuing development of tools and methods (through innovation and R&D in particular). • Commitment to a reflection on the 2°C Target.



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