

# COMMUNICATION ON PROGRESS 2021



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact**.

We welcome feedback on its contents.

VINCI has adhered to the principles of the Global Compact since 2003 and has renewed its commitment again this year. This adhesion is part of its policy in favor of sustainable development and its commitment to global performance.

At VINCI, we are convinced that our social, societal and environmental performance is an asset for our development, and that there can be no economic success without ambitious human projects. This is part of our culture. This conviction drives our collective ambition, as illustrated by our reference document, the Manifesto (on page 5 of this COP), which sets out the Group's essential values.

Since 2012, the VINCI Manifesto has summarized the Group's shared values and principles of action through eight intangible and universal commitments. It constitutes a common framework that all VINCI entities must adopt according to their business lines and markets. These commitments are supported at the highest level by the Chairman and CEO, Xavier Huillard, and by the Executive Committee, and are shared by all Group managers.

The commitments of the VINCI Manifesto are also expressed in several reference documents for the Group:

- Our "Code of Ethics and Conduct", revised in 2017, accompanied by the "Code of Anti-Corruption";
- The joint statement concerning essential and fundamental actions in the field of health and safety at work, signed by the Chairman and CEO and the European Works Council in June 2017;
- The "VINCI Guide on Human Rights", adopted in April 2017 by the Group's Executive Committee, and based on the International Charter of Human Rights, the fundamental conventions of the ILO, as well as the United Nations guidelines on companies and human rights and those of the OECD;
- The "Environmental Guidelines", detailing commitment No. 3 of the VINCI Manifesto "Together to accelerate the environmental transition".

As a direct continuation of the Manifesto, these documents have the same universal dimension within the Group, committing the Group's companies to a process of progress.

## ADVANCE: SELF-ASSESSMENT INTERNAL TOOL

Since 2011, VINCI has developed the Advance tool, a self-assessment questionnaire on sustainability, which enables each of the Group's companies to assess its social, environmental and societal performance. Based on the ISO 26000 standard, this questionnaire is both an approach and a tool to help operational managers and their management committee to collectively ask themselves concrete questions on each of these themes, measure their progress and prioritise their issues, formalised in an action plan, according to the challenges of their activity.

It is intended to set the reference framework and help the Group's companies to assess their own performance and to integrate environmental, social and societal objectives into their overall strategy:

- implementation of the Group's policy in their activities,
- identifying their challenges and risks,
- review of their processes,
- action plan for improvement and performance indicators.

The deployment of this tool has been continued in 2021. Facilitators have been trained to support companies in this process and to monitor their actions, and a self-assessment platform has been put online to make it easier to use the tool.

## DUTY OF VIGILANCE PLAN

VINCI's vigilance plan is based on the commitments relating to sustainability published in the Manifesto, the Code of Ethics and Conduct and, more generally, on the Group's policies, which are designed to prevent risks to people and promote the implementation of vigilance procedures adapted to each of the three areas covered by the law. It aims to meet the requirements of French law no. 2017-399 on the duty of vigilance of parent companies and ordering companies in terms of identifying risks and preventing serious violations of human rights and fundamental freedoms, the health and safety of people, and the environment, resulting from their activities, those of their subsidiaries or those of subcontractors or suppliers with whom they have an established business relationship.

The health and safety policy, reaffirmed by the joint declaration on essential health and safety actions, is led by the health and safety coordination unit under the authority of VINCI's Executive Committee. The human rights risk prevention policy is disseminated through the VINCI Human Rights Guide and is steered at the level of the Group's Human Resources department by its director, who is a member of VINCI's Executive Committee. Finally, in line with the environmental commitment in the Manifesto, in early 2020 VINCI renewed its environmental ambition for 2030, supported by the Environment Department, the Environment Committee and a number of thematic working groups (biodiversity, circular economy, etc.) under the authority of VINCI's Executive Committee. In addition, an Ethics and Vigilance Department, reporting to the Group's General Management, was created on 1 January 2018 and an Ethics and Vigilance Committee was set up in March 2018. This committee, composed of seven

people, five of whom are members of the Executive Committee, ensures the deployment and development of the compliance measures covered by the Ethics and Behaviour Charter, particularly with regard to the fight against corruption and the prevention of serious violations of human rights and fundamental freedoms, the health and safety of individuals and the environment, resulting from the Group's activities. It reports annually on its activities to the Board of Directors' Strategy and Social and Environmental Responsibility Committee and met seven times in 2021.

VINCI's duty of vigilance plan, which covers all the entities controlled by VINCI, is also based on the Group's cross-functional policies on sustainability and ethics, in particular the ethics alert system relating to all compliance issues.

# together!

As an integrated concessions-construction company, VINCI designs, finances, builds and operates infrastructure and facilities that help improve daily life and mobility. Because our projects are in the public interest, we at VINCI consider that we have a duty to reach out to our public and private sector partners and to engage in dialogue with them and are publishing a new Manifesto with commitments meeting that objective.



## Together! Design and build

1

Our infrastructure and facilities serve the public and the common good. We therefore strive to involve all stakeholders – including partners, customers, suppliers, elected officials, local residents and civil society – in our projects as early as possible.  
**We commit to promoting outreach and consultation in conducting our projects to ensure that our partners are closely involved.**



## Together! Comply with ethical principles

2

Ethical behaviour is key to our contracts and our customer relations. Our companies apply our Code of Ethics and Conduct around the world.  
**We commit to ensuring total transparency in our own practices and in those of our subcontractors.**



## Together! Accelerate the environmental transition

3

We work for the environmental transformation of living environments, infrastructure and mobility, through three main focus areas: acting for the climate, optimising resources thanks to the circular economy and preserving natural environments.  
**We commit to reducing our direct emissions by 40% by 2030, and to developing solutions that accelerate our customers' and our business sectors' environmental transition, while following a trajectory to achieve carbon neutrality by 2050.**



## Together! Engage in civic projects

4

Our business activity is rooted in local service. We therefore support the engagement of our employees and companies in sponsoring civic projects and combating social exclusion.  
**We commit to supporting the civic engagement of our employees, especially through the Group's foundations around the world.**



## Together! Strive for zero accidents

5

We reject the idea that workplace accidents are unavoidable. Our management has a responsibility to do its utmost to ensure the physical integrity and the health of everyone on our work sites and in the facilities we operate.  
**We commit to the zero accidents objective.**



## Together! Foster equality and diversity

6

Our culture is based on bringing together people of different backgrounds and experience. We fight all forms of discrimination in hiring, in workplace relations and in the career paths of our employees. We train our managers in this requirement and impress it on our suppliers and subcontractors.  
**We commit to diversifying our supervisory staff to include more women and people of diverse origins.**



## Together! Promote sustainable careers

7

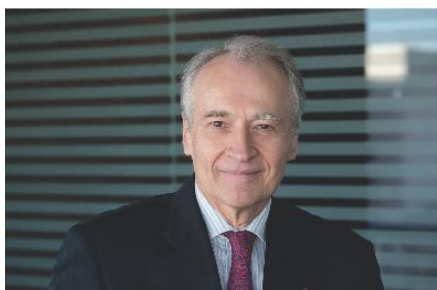
We take a long-term approach to relations with our employees. We practice responsible flexibility to foster balanced career and personal development for our employees.  
**We commit to proposing training and job mobility opportunities for all our employees in order to promote sustainable employability.**



## Together! Share the benefits of our performance

8

Our employees together represent VINCI's biggest shareholder block. We strive to share the benefits of our growth with our employees around the world through employee shareholding and appropriate profit-sharing schemes.  
**We commit to ensuring that every VINCI employee is given an opportunity, wherever possible, to share in our economic success.**



*"I commit to calling on all VINCI managers to apply these commitments and make them a focus of management-employee dialogue at every level. The Group will bring in an outside independent organisation to verify compliance with this Manifesto and measure its impact. To ensure full transparency it will publish the results regularly."*

Xavier Huillard, Chairman and Chief Executive Officer



## VINCI'S GLOBAL COMPACT DEPLOYMENT IN 2021

Engagements/ Principals	Among the 2021 initiatives and actions
<b>Human Rights</b>	<i>See pages 199-200; 242-250 VINCI Annual report 2021</i>
1. To support and respect the protection of internationally proclaimed human rights within the Group's sphere of influence.	<ul style="list-style-type: none"> <li>- Ongoing work of the human rights steering committee, which brings together the human resources directors of all business lines and divisions.</li> <li>- Ongoing dissemination and awareness raising within the Group of VINCI's Guide on Human Rights, translated into 23 languages.</li> <li>- Ongoing dissemination of the Group's Subcontractor Relations Guidelines.</li> <li>- Ongoing human rights performance assessments of subsidiaries covering the management of subcontractors and manpower agencies.</li> <li>- Social risk prevention initiatives and launch of social audits in subcontracting in France.</li> <li>- Ongoing integration of the "Labour standards and human rights" chapter in the Group's new framework contracts with its suppliers</li> <li>- Exerting influence over the value chain and particularly active contribution to Building responsibly which brings together engineering and construction firms in order to develop common approaches and standards, share best practices, tools and experiences, and engage stakeholders and all actors in the value chain to find concrete and collective solutions to the challenges faced by the sector.</li> </ul>
2. To ensure that Group companies are not complicit in human rights abuses.	<ul style="list-style-type: none"> <li>- Ongoing work of the human rights steering committee, which brings together the human resources directors of all business lines and divisions.</li> <li>- Ongoing dissemination and awareness raising within the Group of VINCI's Guide on Human Rights to teach best practices in this area.</li> <li>- Ongoing human rights performance assessments of subsidiaries. More than 19,000 employees in the Group were covered by human rights assessments conducted since 2018 (16% of the Group's workforce outside of France and 45% of its workforce in non-OECD member countries).</li> <li>- Third-party audits of subsidiaries.</li> <li>- Integration of human rights into the Group's internal controls.</li> <li>- Dissemination of an internal human rights e-learning to raise awareness and provide information on Human Rights issues.</li> <li>- Production of country-level human rights risk mapping.</li> <li>- Alert mechanisms for raising concerns.</li> </ul>
<b>Labour standards</b>	<i>See pages 185-190; 199-200; 242-250 VINCI Annual report 2021</i>
3. To uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> <li>- 1 313 collective agreements signed in 2021.</li> <li>- Continue dissemination and raising awareness of VINCI's Guide on Human Rights and its annex which includes specific explanations and guidelines as to workers' representation.</li> <li>- Measures to promote labour-management relations in countries where VINCI operates that have not ratified the International Labour Organisation's conventions on trade union rights, including an ongoing framework agreement on workers' rights between VINCI, QDVC and BWI in Qatar.</li> <li>- Ongoing human rights performance assessments of subsidiaries</li> </ul>
4. To uphold the elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none"> <li>- Continue dissemination and raising awareness of VINCI's Guide on Human Rights and its annex which includes specific explanations and guidelines as to forced and compulsory labour prevention measures with regards to recruitment</li> </ul>

practices related risks (Recruitment fees and debts, Contract substitution, workers' personal travel or identity documents or any other personal items).

- Active participation to collaborative Initiatives to promote ethical recruitment with a wide range of stakeholders (such as Leadership group for Responsible recruitment, Building responsibly) and ongoing pilot project with the ILO Project office in Qatar aiming at developing a migration corridor between Qatar and Bangladesh with no recruitment fees for workers.
- Ongoing human rights performance assessments of subsidiaries
- Inclusion of specific clauses to prohibit forced and compulsory labour in framework contracts with suppliers.

5. To uphold the effective abolition of child labour.

- Continue dissemination and raising awareness of VINCI's Guide on Human Rights and its annex which includes specific explanations and guidelines as to child labour prevention measures.
- Ongoing human rights performance assessments of subsidiaries
- Inclusion of specific clauses to prohibit child labour in framework contracts with suppliers.

6. To uphold the elimination of job and occupational discrimination

- Continue dissemination and raising awareness of VINCI's Guide on Human Rights and its annex which includes specific explanations and guidelines as to fighting all forms of discrimination.
- Ongoing human rights performance assessments of subsidiaries
- Diversity programme rolled out via the Group's worldwide network of 600 diversity coordinators.
- Diversity courses included in the training of the Group's operational managers.
- Guidebook produced by VINCI distributed to all diversity coordinators to prepare them to lead local meetings to heighten awareness of stereotypes, fight against discrimination and promote equal opportunities for all.
- Dissemination of tools, self-assessment, accreditation, gender equality index throughout business lines and entities.

## Environmental protection

*See pages 203-233; 250-258; 258-262; VINCI Annual Report 2021*

7. To support a precautionary approach to environmental challenges.

- Measures to systematically take environmental criteria into consideration at the earliest stages of projects and when assessing business activity risk, product risk and pollution prevention.
- Nearly 51,837 hours of environmental training across the Group in 2021.
- Participation in the rating of the transparency and performance of corporate water strategy by CDP Water - Disclosure, resulting in a management score of B.
- Increase to the highest ranking in the CDP Climate Change Program with a score of A.
- Systematic application of life cycle analysis during tender and design phases: multi-criteria analysis of each phase of the project life cycle.

8. To undertake initiatives to promote greater environmental responsibility.

- Ongoing measures to protect the environment, in partnership with environmental non-profit organisations: introduction of environmental labels at worksites, training courses, best practice handbooks.
- Taking commitment to reduce the greenhouse gas emissions from the Group, on its scope 1, 2 & 3, commitment which is certified by the Science-Based Target initiative.

9. To encourage the development and dissemination of environmentally friendly technologies.

- Implementation of measures to limit energy consumption and greenhouse gas emissions. Development of electricity consumption from renewable energy sources.
- Development of biodiversity conservation initiatives: ecological engineering services, protection of urban biodiversity, combating invasive non-native species.
- Support given to the research and teaching efforts of the VINCI-ParisTech lab recherche environment: partnership extended for the period 2019-2023, with a budget of €5 million.

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#### Anti-corruption

*See pages 201-203 VINCI Annual report 2021*

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10. To work towards combating all forms of corruption, including extortion and bribery.

- Further reinforcement of internal controls through the creation of an Ethics and Vigilance Department.
- Continue dissemination and raising awareness actions related to the Code of Ethics and Conduct and to the anti-corruption code of conduct (translated into 31 languages) among all VINCI employees.
- Rollout of an anti-corruption and conflict of interests e-learning modules.
- Launch of a revised whistleblowing procedure allowing any employee to report serious violations of the Group's rules and commitments.
- Inclusion of social responsibility criteria including anti-corruption in the supplier and subcontractor selection process, as well as in framework contracts with VINCI subsidiaries.



## Cross-reference table for Global Compact criterion

Criteria	References
<b>Implementing the Ten Principles into Strategies &amp; Operations</b>	
1. The COP describes mainstreaming into corporate functions and business units	<ul style="list-style-type: none"> <li>– page 12 the Group's business model</li> <li>– p.22-31 of the 2021 Annual Report: Supporting all-around performance</li> <li>– p.172-262 of 2021 VINCI Sustainable Report: E. Workforce-related, environmental and social information</li> <li>– p.375-378 of the 2021 Annual Report: Cross-reference table for workforce-related, social and environmental information</li> </ul>
2. The COP describes value chain implementation	<ul style="list-style-type: none"> <li>– p.197-199 § 2.2 of Relations with suppliers and subcontractors</li> <li>– p.233-262 of 2021 VINCI Duty of Vigilance Plan</li> </ul>
<b>Robust Human Rights Management Policies &amp; Procedures</b>	
3. The COP describes robust commitments, strategies or policies in the area of human rights	<ul style="list-style-type: none"> <li>– p. 185-187: § 1.4 Social dialogue</li> <li>– p. 187-190: § 1.5 Inclusion and diversity</li> <li>– p.213: § 2.3 Respect of human rights</li> <li>– p. 238-250: 2021 VINCI Duty of Vigilance Plan (Health &amp; Safety; Human rights)</li> <li>– p.258: § The Group's system for whistleblowing, alerts and the processing of reports</li> <li>– VINCI's Guide on Human Rights</li> </ul>
4. The COP describes effective management systems to integrate the human rights principles	<ul style="list-style-type: none"> <li>– p. 185-187: § 1.4 Social dialogue</li> <li>– p. 187-190: § 1.5 Inclusion and diversity</li> <li>– p.199-200: § 2.3 Respect of human rights</li> <li>– p. 238-250: 2021 VINCI Duty of Vigilance Plan (Health &amp; Safety; Human rights)</li> <li>– p.258: § The Group's system for whistleblowing, alerts and the processing of reports</li> <li>– VINCI's Guide on Human Rights</li> </ul>
5. The COP describes effective monitoring and evaluation mechanisms of human rights integration	<ul style="list-style-type: none"> <li>– p. 185-187: § 1.4 Social dialogue</li> <li>– p. 187-190: § 1.5 Inclusion and diversity</li> <li>– p. 199-200: § 2.3 Respect of human rights</li> <li>– p. 238-250: 2021 VINCI Duty of Vigilance Plan (Health &amp; Safety; Human rights)</li> <li>– p.258: § The Group's system for whistleblowing, alerts and the processing of reports</li> <li>– VINCI's Guide on Human Rights</li> </ul>
<b>Robust Labour Management Policies &amp; Procedures</b>	
6. The COP describes robust commitments, strategies or policies in the area of labour	<ul style="list-style-type: none"> <li>– p.175-190: § 1. Workforce-related performance</li> <li>– p.197-199: § 2.2 Relations with suppliers and subcontracting</li> <li>– p.199-200: § 2.3 Respect of human rights</li> <li>– p.238-250: 2021 VINCI Duty of Vigilance Plan</li> </ul>

	<ul style="list-style-type: none"> <li>– VINCI’s Guide on Human Rights</li> </ul>
7. The COP describes effective management systems to integrate the labour principles	<ul style="list-style-type: none"> <li>– p.175-190: § 1. Workforce-related performance</li> <li>– p.197-199: § 2.2 Relations with suppliers and subcontracting</li> <li>– p.199-200: § 2.3 Respect of human rights</li> <li>– p.238-250: 2021 VINCI Duty of Vigilance Plan</li> <li>– VINCI’s Guide on Human Rights</li> </ul>
8. The COP describes effective monitoring and evaluation mechanisms of labour principles integration	<ul style="list-style-type: none"> <li>– p.175-190: § 1. Workforce-related performance</li> <li>– p.197-199: § 2.2 Relations with suppliers and subcontracting</li> <li>– p.199-200: § 2.3 Respect of human rights</li> <li>– p.238-250: 2021 VINCI Duty of Vigilance Plan</li> <li>– VINCI’s Guide on Human Rights</li> </ul>
<b>Robust Environmental Management Policies &amp; Procedures</b>	
9. The COP describes robust commitments, strategies or policies in the area of environmental stewardship	<ul style="list-style-type: none"> <li>– p.24-26 of the 2021 Annual Report: Implementing the Group’s environmental ambition</li> <li>– p.203: § 3.1 Environmental ambition</li> <li>– p.24-25; 210; 215; 220; 255 of 2021 Annual Report on Science Based Targets initiatives (SBTi)</li> </ul>
10. The COP describes effective management systems to integrate the environmental principles	<ul style="list-style-type: none"> <li>– p.204-206: § 3.1.1 Embedding environmental responsibility in day-to-day operations</li> <li>– p.250-258: 2021 VINCI Duty of Vigilance with regard to the environment</li> </ul>
11. The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	<ul style="list-style-type: none"> <li>– p.203-233: § 3. Environmental performance</li> <li>– p.250-258: 2021 VINCI Duty of Vigilance with regard to the environment</li> </ul>
<b>Robust Anti-Corruption Management Policies &amp; Procedures</b>	
12. The COP describes robust commitments, strategies or policies in the area of anti-corruption	<ul style="list-style-type: none"> <li>– p.31 of the 2021 Annual Report: Respecting ethical principals</li> <li>– p.201-203: § 2.4 Business ethics</li> <li>– p.258: § The Group’s system for whistleblowing, alerts and the processing of reports</li> <li>– VINCI Code of Ethics and Conduct, and VINCI Anti-Corruption Code</li> </ul>
13. The COP describes effective management systems to integrate the anti-corruption principle	<ul style="list-style-type: none"> <li>– p.201-203: § 2.4 Business ethics</li> <li>– p.258: § The Group’s system for whistleblowing, alerts and the processing of reports</li> <li>– VINCI Code of Ethics and Conduct, and VINCI Anti-Corruption Code</li> </ul>
14. The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	<ul style="list-style-type: none"> <li>– p.201-203: § 2.4 Business ethics</li> <li>– p.258: § The Group’s system for whistleblowing, alerts and the processing of reports</li> <li>– VINCI Code of Ethics and Conduct, and VINCI Anti-Corruption Code</li> </ul>

## Taking Action in Support of Broader UN Goals and Issues

15. The COP describes core business contributions to UN goals and issues	<ul style="list-style-type: none"> <li>– page 12 the Group's business model</li> <li>– p.22-31 of the 2021 Annual Report: Supporting all-around performance</li> <li>– p. 172-233: 2021 VINCI Sustainable Report: E. Workforce-related, environmental and social information</li> <li>– p.375-378 of the 2021 Annual Report: Cross-reference table for workforce-related, social and environmental information</li> </ul>
16. The COP describes strategic social investments and philanthropy	<ul style="list-style-type: none"> <li>– p.190-197: § 2.1 The Group's socio-economic contribution to local communities and regions</li> </ul>
17. The COP describes advocacy and public policy engagement	<ul style="list-style-type: none"> <li>– p.8-9 of the 2021 Annual Report: Xavier Huillard Interview</li> <li>– p.22-31 of the 2021 Annual Report: Supporting all-round performance.</li> </ul>
18. The COP describes partnerships and collective action	<ul style="list-style-type: none"> <li>– p. 172-233: 2021 VINCI Sustainable Report: E. Workforce-related, environmental and social information</li> <li>– p. 233-258: 2021 VINCI Duty of Vigilance Plan</li> </ul>

## Corporate Sustainability Governance and Leadership

19. The COP describes CEO commitment and leadership	<ul style="list-style-type: none"> <li>– VINCI Manifesto</li> <li>– VINCI Code of Ethics and Conduct</li> <li>– p.8-9 of the 2021 Annual Report: Xavier Huillard Interview</li> </ul>
20. The COP describes Board adoption and oversight	<ul style="list-style-type: none"> <li>– page 139 Strategy and CSR Committee</li> <li>– p. 233-234 § 4.1 Duty of vigilance governance</li> <li>– p.158-171: § 2.2 Risk management principles and participants</li> </ul>
21. The COP describes stakeholder engagement	<ul style="list-style-type: none"> <li>– p. 172-233: 2021 VINCI Sustainable Report: E. Workforce-related, environmental and social information</li> <li>– p. 233-258: 2021 VINCI Duty of Vigilance Plan</li> <li>– p.195-197: § 2.1.4 Relations with external stakeholders and procedures for dialogue with them (including customers, users and local residents)</li> </ul>