

COMMUNICATION ON PROGRESS (COP)

PERIOD COVERED

17.05.2021 to 15.08.2022

1. STATEMENT OF CONTINUED SUPPORT BY THE MANAGING DIRECTOR

To our Stakeholders. I am pleased to confirm that VINCI Facilities reaffirms its support for the Ten principles of the United Nations Global Compact in the areas of Human rights, labour, Environment and Anti-corruption.

In the annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channel of communication

Yours Faithfully

A handwritten signature in black ink, appearing to be "AK Raikes".

AK Raikes

Managing Director

2. DESCRIPTION OF ACTIONS

I. HUMAN RIGHTS AND LABOUR

Our goal is to ensure we provide a fully inclusive environment ensuring our people have equal opportunities and can be themselves and are supported through a network of groups, and mental health and wellbeing support.

Throughout 2021/22 we have made great progress on understanding our team diversity and continue to improve our approach to challenging bias and protecting our workers from workplace harassment. VINCI Facilities have secured support from a specialist diversity consultancy to host frank and honest discussions with any team members who consider they have not been provided a safe workplace providing fairness, inclusion and respect. We continue to report our Gender Pay Gap as part of the wider VINCI construction UK Ltd and are following closely the potential future requirements of ethnicity pay gap reporting.

This June we celebrated Pride month along with the support from our Global Inclusion and Diversity Director and our Chief Executive. These events were attended by over 400 of our team and we continue to encourage members of the LBGTQIA+ community to seek support from our Fairness, inclusion and respect committee of required.

VINCI Facilities successfully completed an audit with the Living Wage Foundation in recognition of our commitment as a recognised Service provider. Throughout our first years membership, we increased our number of contracts paying the real living wage.

Our assessment score for ISO20400, sustainable procurement increased from 1.8 to 2.1 in 2021 and this action group has widened as our company structure changed and grew. Risk and opportunity mapping continues, and along with specialist functions continue to strengthen our procurement standards and social sustainability from within the supply chain. Throughout this reporting period, we have published several supporting policies and guides aligned to natural, human and social capital and the SDGs.

II. ENVIRONMENT

During 2021 the judging of the first VINCI Global Environment awards were completed, and VINCI Facilities were well represented. Our teams are encouraged to continue challenging their behaviour and historic 'throwaway' culture. We completed our initial screening of Scope 3 carbon emissions, and with the appointment of a Group Sustainability Director are excited to see these emissions become more robust and accurate as we committed to Science Based targets.

With the increase in energy costs our customers are seeking our guidance on how to manage their assets more energy efficiently. This has meant our in-house Net Zero Utilities team have grown and continue to influence our customers to improve the impacts of their assets. Working more closely with VINCI and we have begun to develop a suite of universal key performance indicators aligned to three ambition areas; Acting on Climate, Optimising Resources using the Circular Economy and protecting Natural Resources.

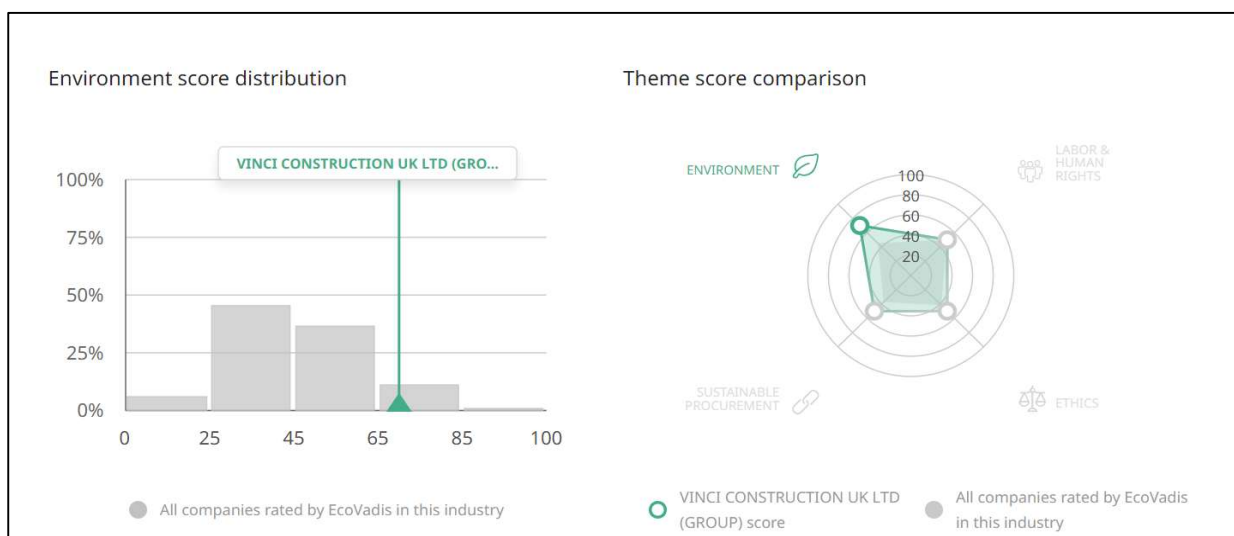
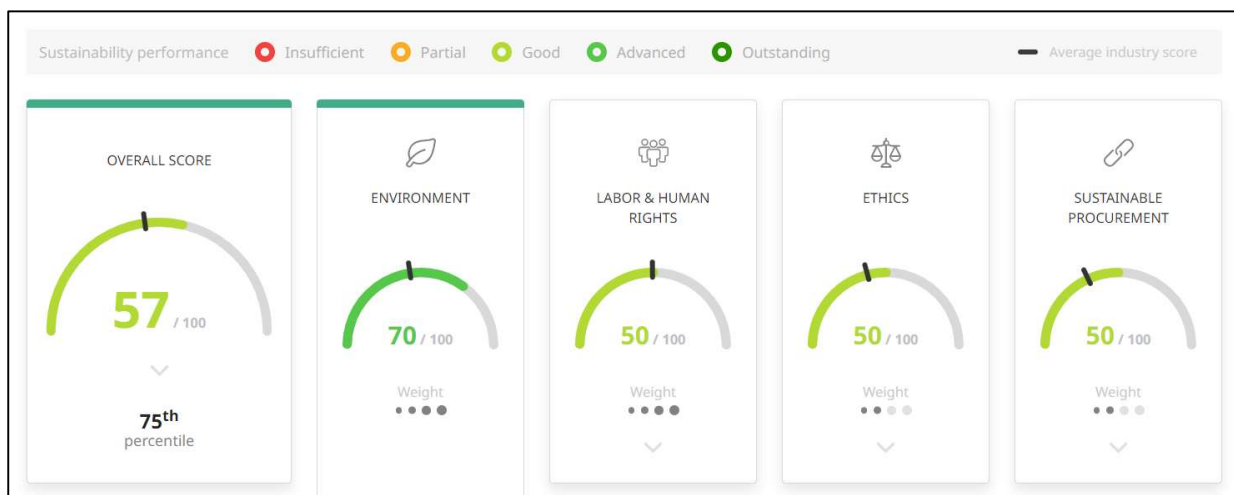
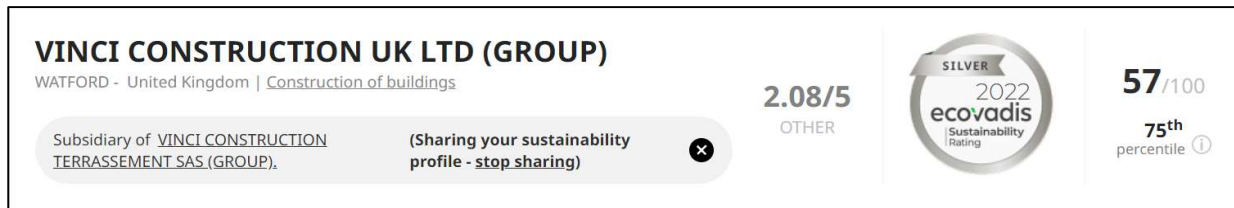
III. ANTI-CORRUPTION

Anti-corruption continues to be a significant ongoing action through procurement activities. Our established suite of declaring, questionnaire, policies and mandated e-learning, supported by our

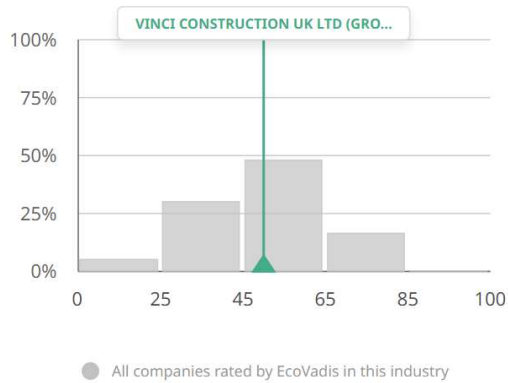
Global Code of Ethics provide strong guidance to all our teams on our expectations. Aligned with the work continuing in the ISO20400 action group, an increased level of scrutiny will be placed on any higher risk activities, with these risks currently being finalised.

3. MEASUREMENT OF ACTIONS

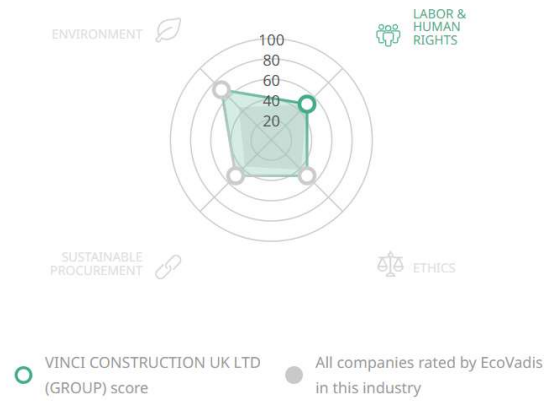
During the reporting period we were delighted to receive a Silver award from EcoVadis along with areas to improve our performance. Whilst this was a group level assessment, as required by EcoVadis, much of the supporting information presented reflected VINCI Facilities procedures and reporting requirements as the assessment was requested by a VINCI Facilities customer.



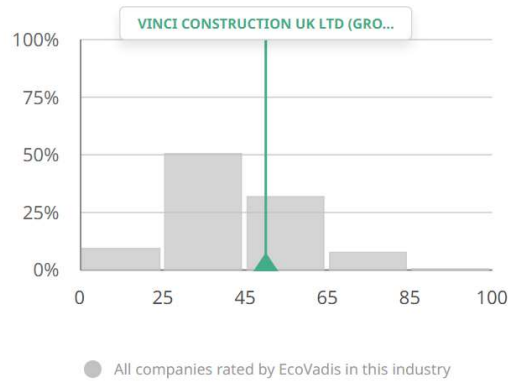
Labor & Human Rights score distribution



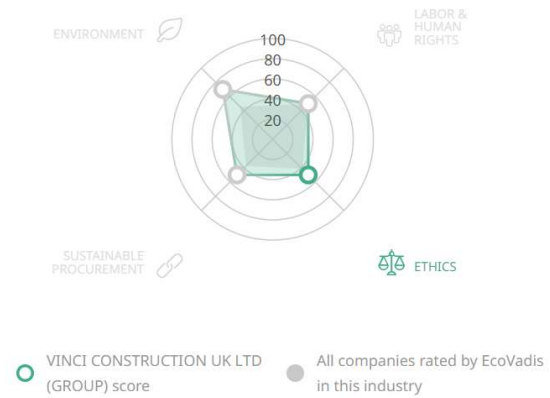
Theme score comparison



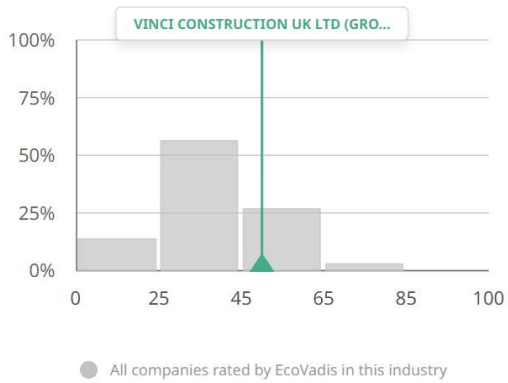
Ethics score distribution



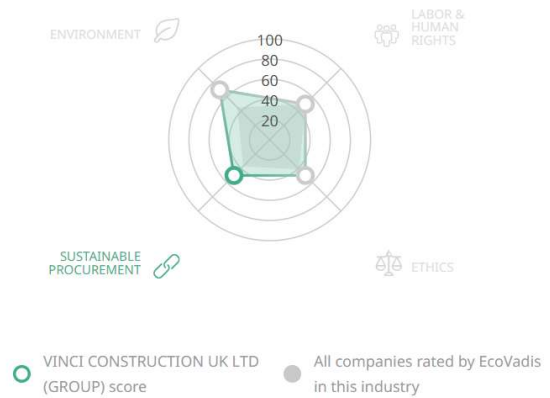
Theme score comparison



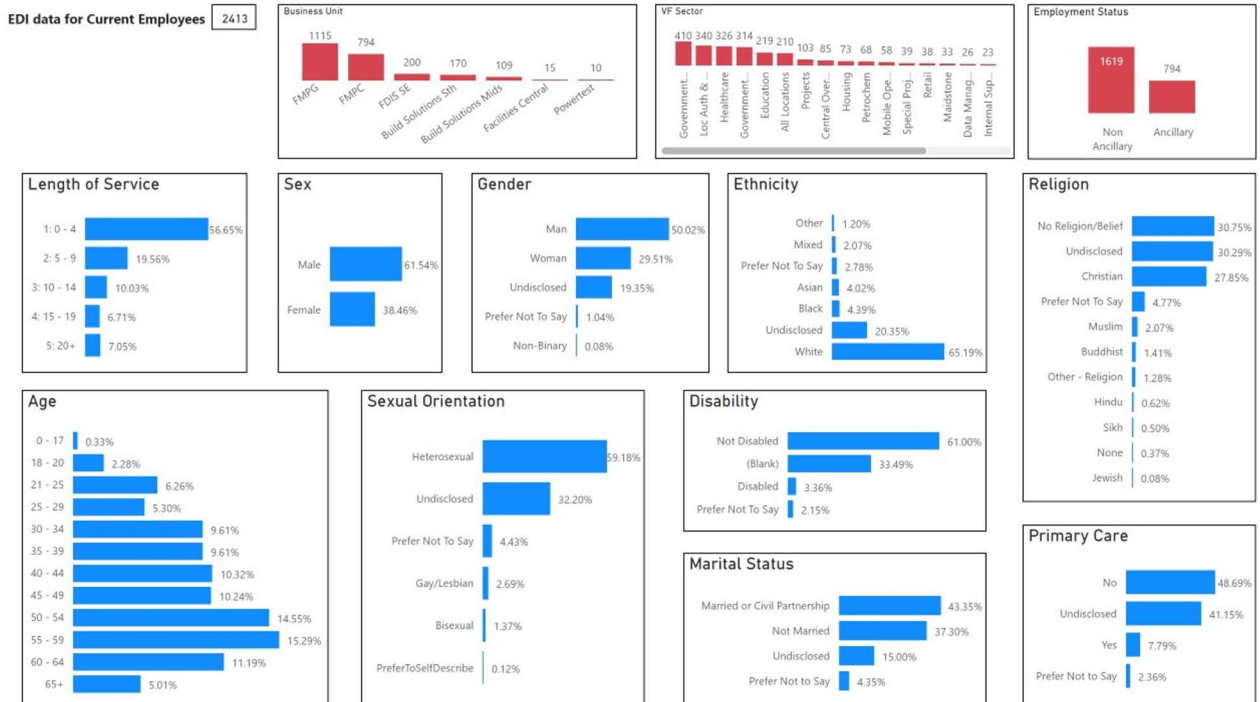
Sustainable Procurement score distribution



Theme score comparison

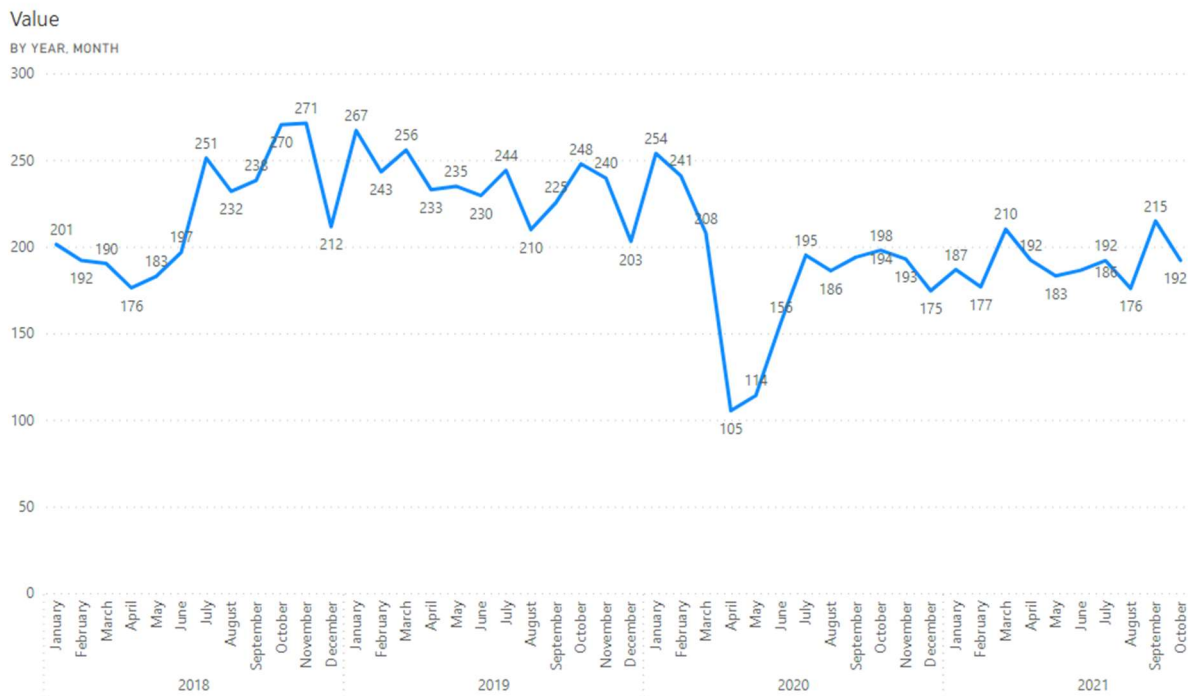


Team demographics (VINCI Facilities)



Scope 1 and Scope 2 CO₂e (VINCI Facilities)

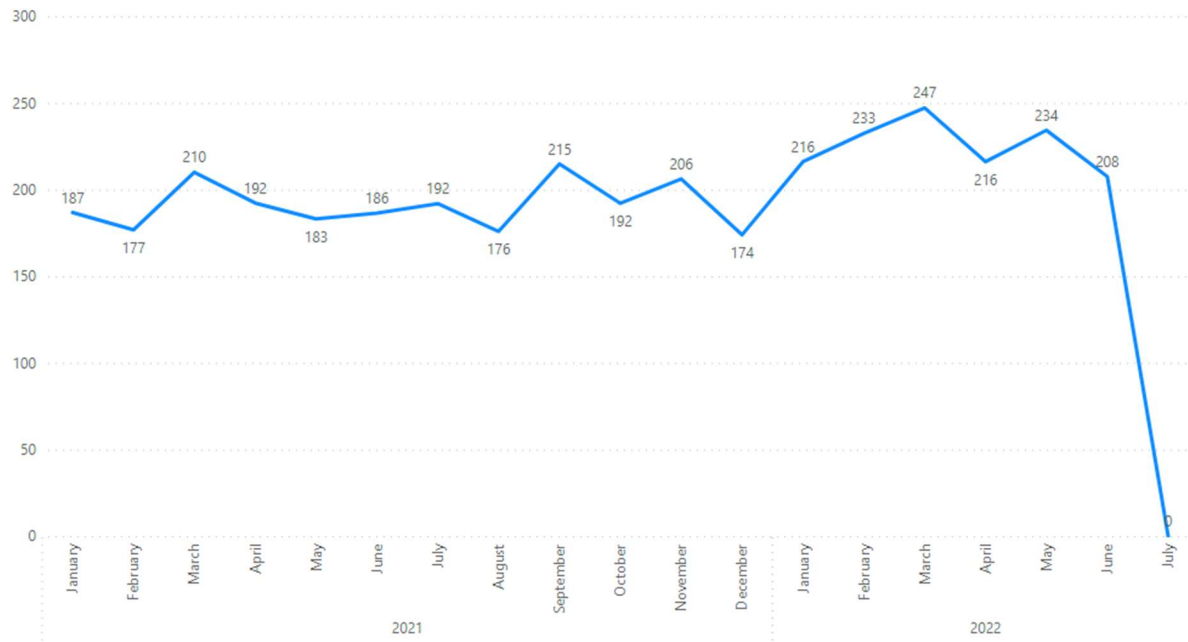
Our target to reduce our Scope1 carbon have been affected by the availability of electric vehicles, that represent over 95% of our Scope 1 and 2 boundary.



Carbon Baseline 2018 – 2021
VINCI Facilities (Scope1&2) CO₂e

Value

BY YEAR, MONTH



Carbon Baseline 2021-2022
VINCI Facilities (Scope 1&2 CO₂e)