



Making progress become reality

RENEWAL OF THE BOUYGUES GROUP'S SUPPORT FOR THE UN GLOBAL COMPACT

Since 2006, the Bouygues group (parent company and subsidiaries) has been a signatory to the UN Global Compact, thus committing to adopt, promote and ensure compliance with a set of ten fundamental principles in the areas of human rights, labour standards, the environment and business ethics. The Group pursued initiatives in each of these areas during 2021.

Human rights and labour standards

In its 2020 Universal Registration Document, Bouygues published its fourth vigilance plan that elaborates on and contextualises the risks of human rights violations and gives more details about the actions rolled out to prevent and mitigate them. Bouygues Construction addresses this issue through its responsible purchasing initiative that comprises three dedicated tools: the Acesia[®] questionnaire that assesses the compliance of its suppliers and subcontractors with human rights; social audits of sites to verify the correct application of contractual clauses relating to human rights and finally the CSR charter, which is appended to all purchasing contracts and stipulates the points that suppliers and subcontractors must comply with. In 2021, the Group also brought together an advisory committee of stakeholders in order to challenge and improve its vigilance plan, and it maintains sustained dialogue with its stakeholders on the specific issues facing some of its supply chains.

Environment

At the end of 2020, the Group unveiled its Climate strategy thus underlining its determination to set a course for decarbonising all its activities on scopes 1, 2 and 3a, as well as on a part of scope 3b for Bouygues Telecom and Bouygues Immobilier. This strategy has been disclosed and is accessible on bouygues.com. The Group enjoys a number of drivers with which to carry out this decarbonisation:

Bouygues Construction has identified **purchasing** as a major driver and has thus signed a partnership with Hoffman Cement in order to work on low-carbon concrete mixes. This initiative forms part of a comprehensive strategy comprising a range of initiatives to make equipment and materials more environmentally-friendly.

Colas is focusing on its **products and services** via offerings such as Novacol, a process for regenerating existing road pavement by recycling it in-place and then adding a bituminous emulsion, whereas Bouygues Immobilier is introducing "Bureau Généreux" (the generous office) a commercial property concept designed to better address employee expectations and climate issues by focusing on reversibility and re-use.

Training and awareness-raising are at the core of the Group's Climate strategy. For its customers, through initiatives such as the "Impacts Positifs" podcasts, in partnership with TF1/LCI, that broadcast content from those who want to have a positive impact on society and the environment. And for employees through in-house climate issues awareness-raising workshops, ("La Fresque du Climat") and the training of people to host them, as well through related workshops on the themes of construction, digital technology and biodiversity.

The Group also focused on **cross-disciplinary issues** in 2020 and 2021 by ramping up its Responsible Digital technology initiative for which all its business segments have launched an assessment. For example, Bouygues Telecom has created a free app ([Mon Empreinte Mobile](#)) that enables anyone to measure the carbon footprint of their mobile data consumption.

In addition to climate-related issues, a whole range of environmental issues are also addressed by the Group's business segments, such as biodiversity (Bouygues Immobilier has developed its own biodiversity calculator for its property development programmes) and the circular economy (Colas recycles several million tonnes of aggregates a year and Bouygues Telecom has introduced its [4R strategy](#)).

Business ethics

The Bouygues group published its Code of Ethics back in 2006, followed by five compliance programmes on a number of important themes (Anti-corruption, Competition, Conflicts of Interest, Financial Information and Securities Trading, and Embargoes and Export Restrictions). At the beginning of 2020, the Group also published a gifts and hospitality policy. These documents, which are updated regularly based on feedback, are disseminated to employees.

Also, in order to raise the awareness of Group employees and senior executives about these issues, the business ethics seminar, which the Group launched at the end of 2018 for corporate officers and other people most exposed to the risks of corruption and influence peddling, continued to be rolled out. At the same time, each Business segment has drawn up a training programme adapted to the corruption risks specific to its activities and the geographies where it operates (e-learning, in-person/on-line training).

The 2021 "Communication on Progress" document, attached to this letter, lists and describes all the Group's initiatives, actions and progress in the sphere of sustainable development.

As Chief Executive Officer of Bouygues, I am therefore confirming my personal commitment, as well as that of the Group*, to the UN Global Compact, which I regard as a driver of progress for all our activities.

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(*) Bouygues Construction, Bouygues Immobilier, Colas, TF1 and Bouygues Telecom