

CODE | OF
Ethics



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Egis is an engineering and consulting group specialised in the construction for transport, local and territorial development, industry, water, energy and environmental projects. The group is also involved in the domains of project concessions as well as the operation and maintenance of road and airports.

However, financial, commercial and technical achievements are not the only things that define a company. Egis' enduring success and leadership position relies on the ability of its workforce to embrace and embody its values.

These ethics values transcend laws and regulations. They reflect who we are, how we envisage conducting business and what relationship we have with our shareholder, our clients, our partners and the world around us.

This Code of Ethics is the concrete expression of our moral approach. It reflects the values and ambitions of our main shareholder, Caisse des Dépôts.

Each Egis' employee, whatever his or her functions, should read this code and put its principles into practice.

I would like this document to serve as a reference for each and every one of you. Thank you for taking an interest in it and for promoting its content.

Nicolas Jachiet

Chairman & Chief Executive Officer



Our values

These values are also reflected in the technical expertise and commitment of the entire Egis workforce.

▶ A responsible company

Egis is attentive to its clients, respects their requirements and skilfully accompanies their development. It constantly observes the needs of both developed countries and emerging economies so that it can make the most useful contributions to the development of their infrastructures, buildings, user services and institutional organisations.

Egis supervises and develops its profitability by encouraging all its employees to contribute to achieving an optimal internal organisational structure.

Egis scrupulously respects professional ethics and integrity. It is committed to the principles of sustainable development and demonstrates a sense of responsibility concerning the long-term impact of development on the environment and living conditions.

▶ A caring company

Egis takes into account the aspirations of each and every one of its employees and duly acknowledges their contributions. The involvement of managers and employees in the composition of its capital value promotes effective team work in which each person has his/her place. Egis encourages autonomy and responsibility in its staff and recognises and promotes skills.

▶ A creative company

Egis fosters technical and methodological innovation. It encourages professional and intellectual mobility, and incites in its personnel the desire to undertake and rise to challenges. The fact that employees of the same profession are grouped in “business communities” within Egis enhances its teams’ capacity for innovation.

The Egis companies all share the values that are at the heart of the group's corporate culture. As a member of the Caisse des Dépôts group, Egis aspires to contribute to the development of regions and countries, while respecting environmental and social responsibilities.

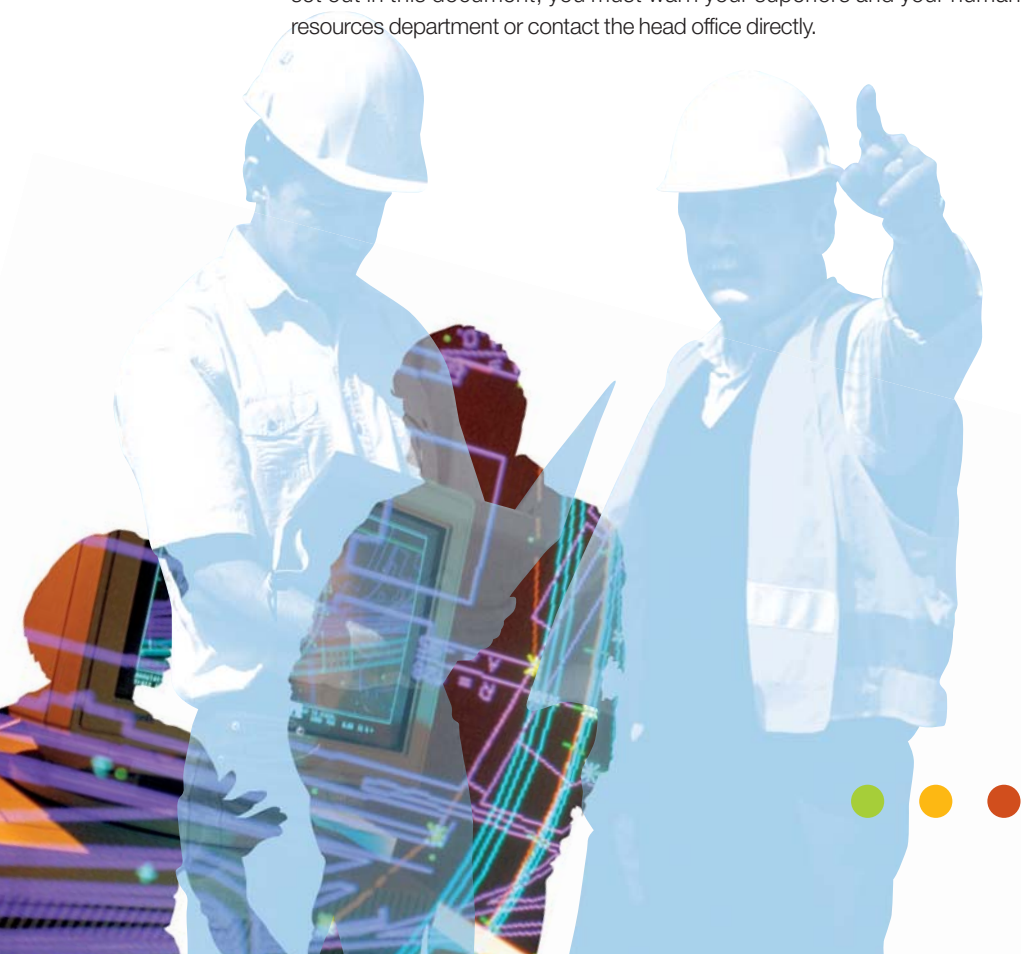
Committed to progress

This document provides guidelines which define common rules of conduct and help employees handle daily business situations.

When an employee joins an Egis company, he or she commits to respecting these ethical values.

For this reason, all work contracts refer to this Code of Ethics.

If you are subjected to or notice practices that go against the ethics standards set out in this document, you must warn your superiors and your human resources department or contact the head office directly.



Upholding the same values as our shareholder

consistency consistency

This Code of Ethics reflects the moral values upheld by Caisse des Dépôts. Notably, it advocates respecting legal and professional commitments, concern for the long-term and for sustainable development, and consideration for the interests of customers and partners. These principles form the basis of the shared values detailed in this document.



Providing the best service for our customers

independence
independence

Impartiality

Egis' employees must always act impartially in the missions entrusted to them.

loyalty
loyalty

The rules of competition

Egis' employees must maintain fair and loyal relations with fellow professionals and respect the principles of free competition. They must not seek work by methods that are incompatible with the dignity and respect of their profession.

Confidentiality

If, during the exercise of their profession, Egis' employees have access to sensitive information which could damage the interests of either Egis or its customers if circulated, they must make sure that this information is not circulated, but protected and kept in a safe place. This rule of confidentiality applies to all documents published by the company or by a third party, whether they are destined for use within or outside the company.

professionalism

professionalism

▶ **Aptitude**

Employees entering a technical or contractual agreement must be sure that they are entitled to do so. The agreement must comply with the laws and regulations of the countries in which they conduct their business activity.



trust
trust

▶ **Relations with clients and partners**

Egis' continuity is based on its employees' ability to maintain the trust of their customers and partners and perpetuate a culture of quality. Egis' employees must demonstrate objectivity and integrity at all times.

responsibility

Obligations and duties involved in assistance to the owner and Engineering Procurement and Construction Management (EPCM) contract

Employees working on assistance to the owner and EPCM contract schemes have special obligations and duties to their clients. The advice and information they provide must be completely objective, particularly when it comes to choosing or negotiating with suppliers, contractors and any other parties involved in the scheme, and must also be based on strictly professional criteria.

Staff members should alert the customer concerning the risks incurred, potential difficulties and problems encountered during the construction work. They must be particularly attentive to the Services Agreement.

progress

Choosing quality

Egis' employees must ensure that the resources they mobilize for their clients meet the contractual requirements of each project. They must use the appropriate skills and the best tools available, while respecting the group's profitability objectives. Their offers must incorporate all elements likely to encourage progress.



Fostering a harmonious and rewarding workplace environment

respect respect

All the group's employees owe each other mutual respect, whatever their hierarchical level.

Non-discrimination

The group forbids any discrimination in recruitment and career moves.

Personal abilities, experience and results should be the only issues taken into account and should override any other considerations (race, sex, handicap, etc.).

This is the undisputable right of all employees and the group promises to ensure that it is respected.

Dignity

Harassment, both sexual and moral, constitutes a serious infringement of a person's dignity. The group undertakes to ensure that all its staff members are treated with dignity and respect.

Company equipment

Employees will respect the company's property and equipment and the means at their disposal and will use them for professional purposes only.

transparency

▶ Integrity

Egis condemns corruption in any form and require its employees to respect national and international regulations and notably European directives and OECD conventions on this subject.

When in doubt, employees must inform their superiors of any difficulties they encounter. Employees must not solicit or accept gifts or favours that could be considered by their value or nature as likely to compromise independence of judgement.

Sharing difficulties

When in doubt, employees must inform their superiors of any difficulties they encounter.

▶ The competition

Egis' employees undertake not use dishonest means for their own personal enrichment or to obtain information that is contrary to competition law and which would engage the group's collective responsibility.

▶ Conflict of interest

Employees must not become personally involved in negotiations or contracts with outside entities in which they have a direct or indirect interest, without having previously informed their superior in writing and obtained the latter's prior formal approval.

▶ Working together

The group's companies and employees must always collaborate with loyalty and transparency.

fulfilment fulfilment

Career progress

All employees must be able to progress during the course of their professional careers. The group undertakes to develop and promote staff members's skills so that their job profile evolves if opportunities arise in their field of expertise. Particular care will be taken to ensure equal opportunities between men and women in the development of career plans. Likewise, all employees have equal rights to training.

Career management through target-setting is one way of ensuring job progress.

This can notably be implemented by holding periodic individual career reviews.

Managers undertake to examine, take into account and monitor subordinates' requests for mobility and career moves.

Managers must show consideration for their subordinates, who are entitled to their support.



Communicating under the same banner

openness

Promoting the group and its companies

Employees undertake to circulate positive images and statements regarding the group, its companies and its brands, both internally and externally.

To assist them, the group provides the communication tools and information they require to exercise their jobs.

Unless otherwise stated, Egis' General Management is responsible for all institutional communication, particularly contact with the media.

consistency

Sharing the same corporate image

In order to ensure that everyone can identify and recognise the Egis companies and brands, employees will comply with corporate visual identity guidelines for all publications and will use existing models and templates for their presentations.



Contributing to creating a responsible world

responsibility
responsibility

▶ Sustainable development

Egis undertakes to raise awareness of the importance of sustainable development in all its projects. Egis' employees must therefore be pro-active when it comes to making proposals to customers and partners in this area.

In order to achieve this, Egis promises to raise awareness and improve the skills of all its staff members in sustainable development.

Lastly, Egis is committed to taking an eco-responsible approach. It accounts for the issues of sustainable development and incorporates them in its internal operating methods. It is notably concerned with the environmental impact of its activities and encourages staff to adopt a responsible attitude in this regard in all daily tasks.



creativity

Egis enhances technical skills and capacity for innovation in order to foster creativity.

Knowledge sharing

Egis' employees undertake to share their knowledge with colleagues when this can enhance the group's effectiveness. Egis undertakes to continue to develop training schemes (tutoring, internal engineering course, etc.) and effective tools in order to encourage the transfer and sharing of knowledge among colleagues (experience feedback, business manuals, skills-mapping, contact database, etc.)

Innovation

Egis considers innovation a lever of success for the company. Not only does it create value for customers and users, but it also instils a sense of fulfilment in staff and boosts profits. Innovation implies improving quality to serve customers while respecting the group's profitability targets. In order to promote innovation, Egis undertakes to implement tools that will facilitate the work of staff members in methodological and technical fields.

quality

The technical quality of Egis' structures

Egis pledges to alert its customers if their specifications affect a structure's sustainability, have a major environmental impact, or endanger lives. Egis agrees not to take part in projects that involve serious risks in these areas. Egis' employees faced with situations of this kind must report to their operating superiors to find an appropriate solution.



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