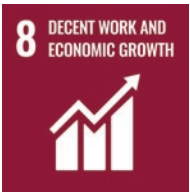




# EMPLOYABILITY AND LOCAL ANCHORING

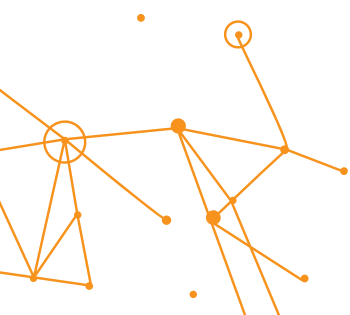
Responsible  
*et engagé!*



- Contribute to economic growth without harming the environment
- Eradicate all abusive labour practices
- Guarantee safety for all in the workplace



- Enable universal autonomy and social inclusion
- Ensure equal opportunities



## BOOSTING COMMUNITIES BY SUPPORTING EMPLOYMENT AND LOCAL BUSINESSES

Employing people with difficulty accessing the workplace and providing work for local businesses have always formed an integral part of the Bouygues Construction company culture. Conscious of the way in which our close relationship with local areas sets us apart, Bouygues Construction is firmly embedded within local communities, as a result of both its support for employment and its economic activity. This commitment to the development of Bouygues Construction within local communities leads to job creation, allows for diversification in recruitment and boosts local economies, while at the same time structuring supply chains.

**Taking action on employability** means helping local people in difficulty in the areas where the Group operates to find long-term employment. This policy is implemented both on the Group's construction sites and in our permanent agencies and sites. In addition, major projects provide us with an opportunity to offer training programmes that promote sustainable employability.

These actions take place on various levels:

- Reaching out directly to long-term jobseekers on our construction and other sites;
- Purchasing services and subcontracting to organisations that promote social integration, such as ESAT<sup>1</sup>, and SIAE<sup>2</sup>...;
- Setting up qualifying training courses for professions with a shortage of skilled workers;
- Qualitative actions to support individuals, and reaching out through a range of actions including mentoring, school visits and job application coaching (writing resumes, simulating interviews, etc).

Due to the fact that employability issues are extremely local and call for tailored solutions, integration actions are directly managed in the field by works or HR managers. This corresponds to the Group's desire to motivate and train relevant employees on themes that now form an integral part of their daily lives.



### 2020 AMBITION

100%

of projects to include at least 1 employment or integration action

Local purchasing is strongly recommended and generally accounts for around 90% of global purchasing expenditure



*"It is Bouygues Construction's responsibility in the areas where we operate to contribute to the dynamism of local economic and social activity. We must therefore ensure that our professional integration policy is ambitious and that it is shared by our employees and our stakeholders. We are also particularly vigilant with respect to applying our local purchasing policy, respecting our environmental commitments and contributing to local development".*

### Jean Manuel SOUSSAN

Executive Vice President  
with responsibility for human resources  
and policy on corporate and social responsibility

<sup>1</sup> ESAT - Établissement et Service d'Aide par le Travail: a structure that helps people with disabilities to integrate the workplace within a sheltered environment.

<sup>2</sup> SIAE - Structure d'Insertion par l'Activité Économique: a structure producing goods and services that provides employment within a specific framework of management and support.



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## OUR ACHIEVEMENTS

Over one hours of integration work annually total expenditure went to local businesses in 2018 (local = same country) Throughout the year, Bouygues Construction employs 650 ETP<sup>1</sup> workers on its sites

91 %

of the Group's total expenditure went to local businesses in 2018 (local = same country)



### QUALIFIED TUNNELERS

The extension to Line 14 of the Paris Metro was the perfect opportunity to create a specific training course for boring-machine operators, in partnership with the Gustave Eiffel Centre. The first exercise resulted in 6 permanent employment contracts being signed in this highly sought-after professional area.

Link: <https://www.centregustaveeiffel.fr/formation-metiers>

### HANDIREX'

Bouygues Construction Purchasing shares its good practice regarding ESAT, EA and TIH through a system called HandiREX. Available throughout the Group, these information sheets provide a description of the goods or services purchased and their added value, as well as relevant contact details.



### PROVIDING CAREER GUIDANCE

In partnership with various non-profits such as Le Réseau pour l'égalité des chances, the Institut de l'Engagement and FACE (Fondation Agir Contre l'Exclusion)<sup>2</sup>, Bouygues Construction employees give valuable careers advice to young people. Throughout the year, a series of workshops include simulated interviews, information on different professions and writing resumes.



### HOPE<sup>3</sup>

In 2018, around ten refugees were able to benefit from a specific combined housing and employment programme called HOPE (Hébergement Orientation Parcours vers l'Emploi) run in partnership with the AFPA<sup>4</sup>. At the end of a training course in formwork, several of them were recruited by Bouygues Construction.

To find out more: <https://www.afpa.fr/programme-hope>







## OUR SOLUTIONS



### GOING FOR GEIQ<sup>5</sup>

Bouygues Construction works closely with a group of employers committed to providing better job opportunities for young people called GEIQ (Groupement d'Employeurs pour l'Insertion et la Qualification). The GEIQ runs training programmes for young jobseekers within a secure and motivating environment, featuring a selection process for applicants, appropriate training, individual follow-up and social support.

### THE PEAK INNOVATION PROGRAMME

Launched in 2017 by Bouygues Construction Purchasing, in partnership with the Lyon Metropole Chamber of Commerce and the Thésame Research Centre, the "Peak-Innovation-SME" scheme provides support for Bouygues Construction's partnering SMEs through three programmes subsidised by the AURA<sup>6</sup> region - marketing, strategy and innovation management. The Group has undertaken to link these companies up with our experts in Innovation, R&D, Sales, Price Study and Purchasing to help them deploy the resulting projects and innovations.

A successful first year in 2018 that saw 6 companies receive support and resulted in several innovations being tested onsite has encouraged our teams to continue this programme in 2019.



### YOUTH INCLUSION NETWORK

In the Philippines, VSL, a Bouygues Construction subsidiary, joined the Youth Inclusion Network of companies committed to integrating disadvantaged young people in an effort to combat exclusion. The company is an active member and participates in the governance of the non-profit. It hosts young adults on specific integration internships and offers them career opportunities when they later go on to seek employment.



### ESAT/EA GUIDE

Compiled by Bouygues Construction Purchasing, the ESAT/EA/TIH Purchasing Guide aims to guide buyers on the use of the sheltered and adapted work sector for the purchase of goods and services, thus contributing to complying with the legal obligation to employ workers with disabilities.

<sup>1</sup> Full-time equivalent

<sup>2</sup> <https://www.fondationface.org>

<sup>3</sup> HOPE - Housing and Orientation Pathway to Employment: global programme aiming to help refugees integrate French society and find employment.

<sup>4</sup> National Agency for Professional Training of Adults.

<sup>5</sup> GEIQ - Group of Employers for Integration and Qualification: a group of companies in the same employment sector that organises training courses to promote integration and qualification

<sup>6</sup> Auvergne Rhone Alpes