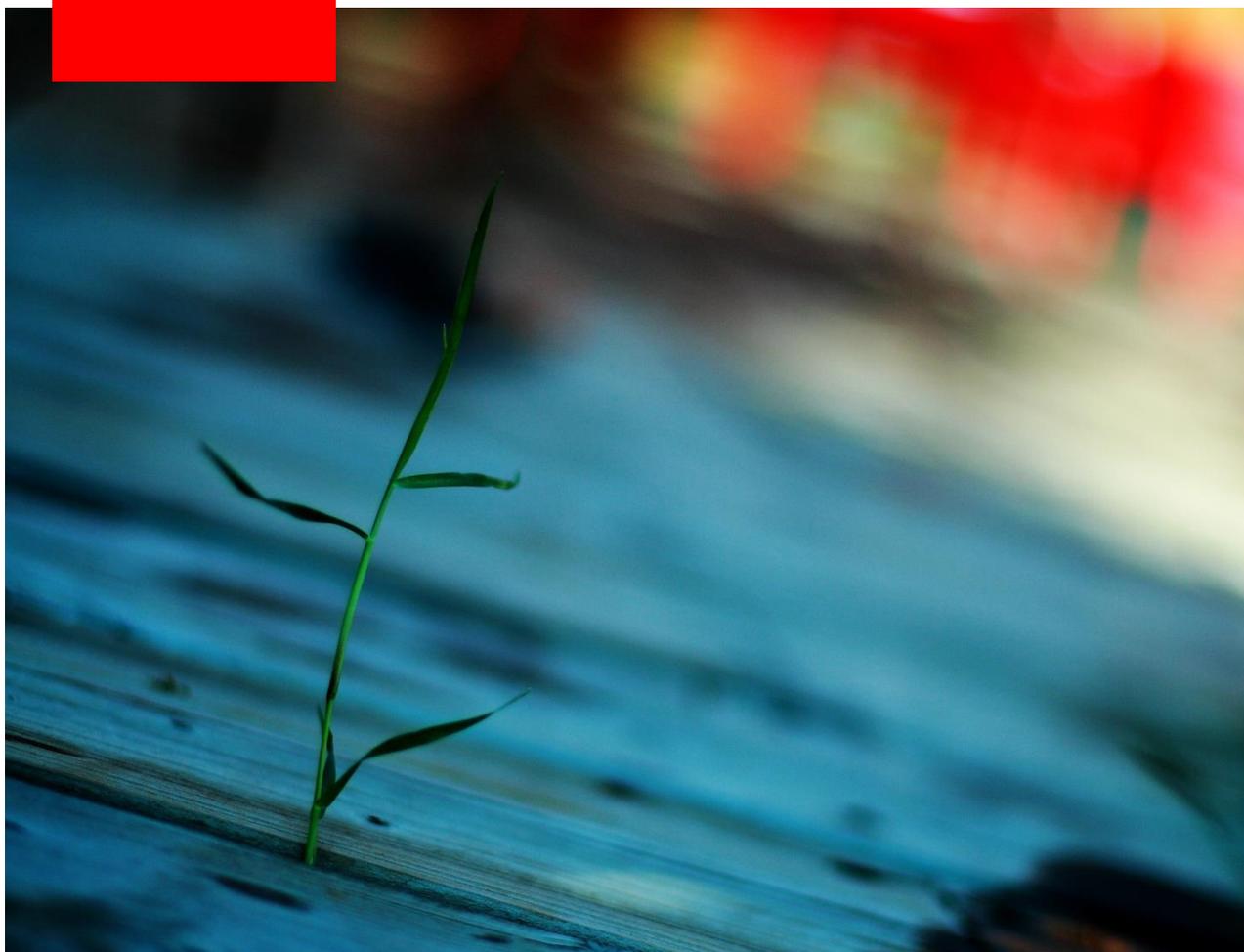


Ethics & Commitments

Let's be proud of
our values, stay
vigilant ...

© Concours photo Eiffage



January 2018



Contenu

Values and goals guidelines	3
Code of conduct and respect for rules.....	4
Respect for people.....	6
Respect for suppliers	9
Policy of sustainable development	11
Contribution to the regional development.....	12
Respect for the environment.....	13
International commitments	16
Fraud control and prevention procedures.....	17

Warning

This “Ethics & Commitments” document brings together the various elements that constitute the ethics approach of the Eiffage Group. It is not intended to be exhaustive nor normative in and of itself, and it does not take the place of the legal documents and the company rules in effect within the Group’s companies.

In the event of doubt or imprecision regarding the application of these ethics and behavior rules, it is up to each person to refer the matter to her hierarchical superiors or the persons responsible of their application.

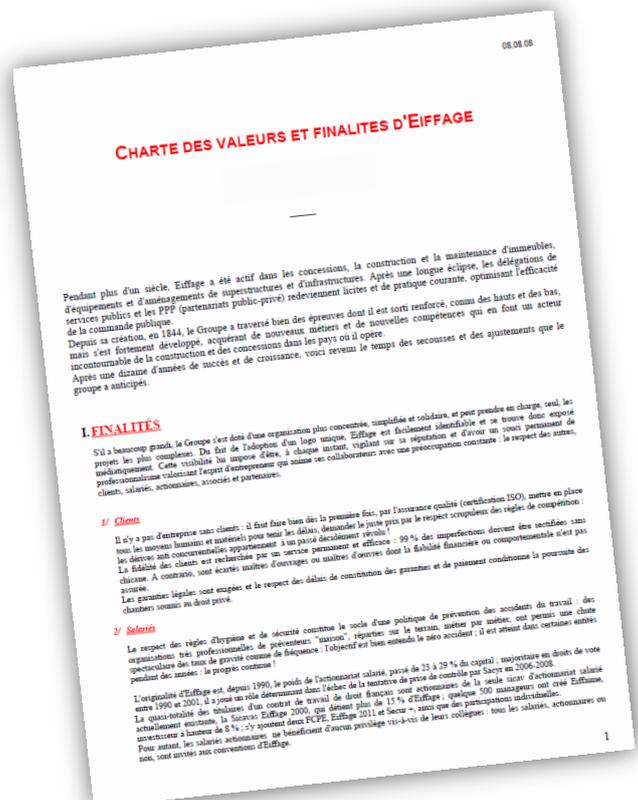
Values and goals guidelines

Responsibility, trust, transparency, exemplarity, lucidity, courage and pugnacity ... the Eiffage Values and Goals Guidelines* assert these values that constitute the guiding principles of the Group's commitments with respect to its in-house and outside stakeholders.

The Eiffage *Values and Goals Guidelines* constitute the common federating base of the entities that make up Eiffage (known since 1991 to the whole corporate body) which set forth the intangible principles of the Group. These principles involve customer satisfaction, the respect due to employees, balanced relations with shareholders and the taking into account of the expectations of the various stakeholders of Eiffage, such as its partners, suppliers and sub-contractors, public authorities, associations, local residents, etc.

These highlighted values are:

- **responsibility** towards employees and the hierarchy, towards clients and partners ;
- **trust** in all employees, between businesses of the Group, between operational and functional departments ;
- **transparency**: essential for the respect of the values of trust and responsibility, it motivates all employee's duty to alert, justifies the reinforcement of audit and control procedures and the assistance that all employees must lend to them ;
- **exemplarity** of the directors ;
- **the respect** due to customers, employees, suppliers and all business partners ;
- **the forbidding** of all conflicts of interest and moderation in functional expenditures and the reimbursement of expenses ;
- **lucidity** regarding the evolution and the outlook for the evolution of Eiffage's markets ;
- **courage and pugnacity**, values that are necessary to overcome periods of more moderate activity



The Guidelines are given to all new hires who join the Group and are disseminated on all hierarchical levels, in all the branches.

The Eiffage Values and Goals Guidelines is available on the intranet website and on www.eiffage.com

Code of conduct and respect for rules

The Group respects the institutions of the countries where it operates and the rules established by the international community. Vigilance is required especially since Eiffage relaunch its development on the international market.

Code of conduct

For many years, the Eiffage Group has been implementing ethical operating rules, both in-house and outside. These rules are to be complied with by all stakeholders concerned, primarily Group employees.

These commitments aim to ensure integrity and behaviour complying with laws in every way and in every territory where the group has operations. They also reflect the Group's determination to develop the trust and loyalty of its customers and partners.

In an environment requiring ever-increasing transparency and precision, the **Code of Conduct** has the specific purpose of defining and illustrating various types of behaviour that must be prohibited, as they are considered to constitute the most serious acts of misconduct that may be committed in the context of the Group's operations, in order to prevent such incidents, in compliance with all applicable legislation.

The rules set out in the Code of Conduct are mainly intended to prevent and prohibit behaviour fostering unfair competition and offences of favouritism, corruption and traffic of influence. They also cover money laundering and conflicts of interest.

The definitions of these offences and their illustrations are included in the document in appendix to the Code of Conduct, under the title: "Code of Conduct - Definitions and illustrations of prohibited situations, practices and behaviours".

All these rules are applicable on the basis of complete reciprocity for the whole chain of actors, including employees, clients, suppliers and partners.

These rules deal, notably, with facilitation payments (with reference to the recommendations of the OECD Council), funding political parties, the use of intermediaries, gifts and invitations, sponsoring and patronage, and donations to charities.

The rules in a code of conduct cannot predict all situations and they are ineffective unless these are anchored in the Group's values. In implementing these rules, each individual's behaviour must be guided by those values, as well as common sense and lucidity. Each individual must also act with a keen sense of responsibility and exemplarity.

Respect for rules

INSIDER TRADING

The Group respects the regulations of the AMF in terms of prevention of the risks of insider trading. The employees appearing on the list of “insiders” in the meaning of the AMF rules are duly informed of this.

CIRCLES OF INFLUENCE AND LOBBYING

The Group is represented in the national and local bodies that represent employers (FNTP, FRTP, FFB, EGFBT, SERCE, USIRF, FGC, CNCT, CIAN, Centre Technique des Industries Mécaniques, ConstruirAcier, and so on). Eiffage represents also the Construction Sectors with MEDEF and its International Group.

The Group has, on its own behalf and on behalf of its subsidiaries, declared its lobbyists to the French High Authority for Transparency in Public Life (Haute Autorité pour la Transparence de la Vie Publique - HATVP).

PUBLIC ACTIVITIES OF EMPLOYEES

The citizen commitment of an employee who participates in public life is respected within the Eiffage professional framework.

However, the employee involved must never morally or financially commit the Group or one of its entities in the activities or responsibilities that he takes on as a citizen, including those for which he could be involved in a decision affecting the Group or one of its entities. These provisions are also contained in the Code of Conduct.

Respect for people

From the time of its beginnings in the middle of the 19th century, Eiffage has grown and built its reputation on the respect of values and commitments to its employees and stakeholders. The Group has always sought to contribute to the progress and development of the society in which it evolves. To achieve this, it fully implements actions for employee promotion, equal opportunity and job placement for people in difficulty.

International Labour Standards

Almost all of the Countries in which the Group operates have ratified the fundamental conventions of the International Labor Organization.

Eiffage is fully involved in observing these rules:

- Forced labor: C29 – C105 ;
- Child labor: C138 – C182 ;
- Discrimination: C100 - C111 ;
- Union freedoms: C87 – C98.

Health and Safety

Beyond regulatory conformity, the approach of protection of the health and safety of employees at Eiffage means a strong commitment to the respect due to employees. This point is specified by article 1.2 of the Eiffage Values and Goals Guidelines: "The observance of health and safety rules constitutes the bedrock of a policy for the prevention of work accidents. The goal is zero accidents."

This process is not new and it involves, in practice, approaches for on-going improvement that are common to the branches and their application through a broad range of prevention actions adapted to the specific features of the businesses :

- awareness of the employees by dedicated campaign and punctual demonstrations ;
- training, such as obligatory safety toolbox meetings and special training for the managers ;
- development of new, safer work methods ;
- improvement of the equipment used to prevent pathology and MSD (musculoskeletal disorders) ;
- replacement of the most dangerous products by others with less impacts ;
- workstation arrangements ;
- sharing of good practices ;
- organization, within the framework of the Innovations challenges, of a category dedicated to prevention and safety of employees and workers at work sites.

Since 2011, in cooperation with the social partners and with the accompaniment of the ANACT, the Group has been working on implementing reinforced management for the prevention of psycho-social risks in the workplace, with a first agreement signed on May 16, 2011, and then renewed on October 22, 2014. Currently, all the Group branches have agreements or programs of actions on this subject.

Safety of personnel

The Eiffage Group has made the safety of its employees a top priority, both in countries where it has operations and in cases where personnel are called upon to travel abroad.

Every day, news reports remind us that there is no such thing as zero accidents and that special care must be taken when working abroad owing to a wide range of hazards, such as accidents, natural hazards, and political, criminal and terrorist risks.

The Group has set up procedures and provided tools to monitor situations and inform employees of risks and of the measures taken.

Prevention of discrimination

As a signatory of the Guidelines on Diversity, Learning and Equal Opportunity in education, Eiffage has undertaken actions to promote diversity in recruitment with equal competencies.

In 2012, Eiffage reaffirmed its commitment to youth employment by signing the National Undertaking for the employment of residents of priority neighbourhoods issued as part of official urban policy. On 20 June 2013, the Group renewed this commitment once again by signing – alongside 39 other businesses – the Enterprise and City Neighbourhood Charter with the ministry of Regional Equality and Housing, represented by the government minister with responsibility for urban policy.

In the field of **prevention of harassment and discrimination**, a proactive training policy was initiated with management starting in 2007, through workshops on diversity and equal opportunity and on controlling the risk of discrimination.

Several internal training modules cover these subjects in whole or in part: Annual meeting, Management (levels 1 et 2) and Employee relations.

Numerous agreements and action plans govern the **male/female mix** in local branches. In a work environment that is still masculine to a large extent, priorities are defined that range from increasing the number of women in management posts to ensuring total gender equality in terms of training, remuneration and promotion.

Where **disabilities** are concerned, Group branches are also active through action plans whose goals mainly relate to changing perceptions of disability, increasing employee maintenance in post, assistance and integration for the disabled, career management and enhanced cooperation with disability enterprises, notably through the training of purchasing staff..

Senior actions plans or the equivalent are in place in all branches with a view to retaining employees aged 55 and over, positioning senior staff as apprentice masters or mentors and continuing to develop and train them, in addition to proposing schemes conducive to recruitment.

And insufficient mastery of **basic skills**, which is not only a barrier to social integration and vocational development but also a risk factor in jobs in which proper understanding of instructions is a key requirement – especially where safety is concerned – and long-term actions to combat illiteracy are in place in Group branches faced with this issue.

Avoiding delocalization

The delocalization of economic and/or industrial activities, defined by a change of location of a production unit, is not among the Group's practices, given the nature of its activities which favor local responses on the markets where it is already physically based.

Avoiding the use of illegal labour

Eiffage makes every effort to control the risks of illegal labour by applying verification procedures at work sites and in workshops and factories in order:

- Inventory all of the contractors present at the sites,
- Check the authorizations, residency permits and identity documents of foreign workers,
- Do spot checks of the people working at work sites.

Furthermore, Eiffage follows the approaches implemented by the professional branch in France:

- Observance of the Construction and Public Works Guidelines of good practices in terms of sub-contracting and the fight against illegal labour, updated in April 2010,
- Monitoring of the "BTP Card" system, formerly the professional identity card, managed by the Construction Sector Vacation Fund and supported by the National Delegation for the Fight Against Fraud and the Directorate General for Labour.

Abolition of child labour

Eiffage applies the laws and regulations of the countries where it operates, and the use of child labour is strictly forbidden.

Moreover, in accordance with the provisions of the International Labour Organization and the principles of the Global Compact which it signed in 2005, the Group makes every effort to never directly or indirectly employ children in countries where legislation in this area is non-existent or is known to be imperfectly applied.

More details are presented in the annual report and on the website www.developpementdurable.eiffage.com

Respect for suppliers

Eiffage's ambitions in terms of integration of sustainable development within the businesses requires understanding of the expectations and requirements for it among employees who are active in the purchasing functions and their application to all of the steps of the purchasing process.

Suppliers and sub-contractors, who are components of the value of the Group (close to 50% of its revenues) and contributors in terms of innovation and responsible purchasing, represent one of the levers for development in service of the sustainable development policy.

Purchasing policy

Purchasing contributes directly to answer to the sustainable development issues:

- contributing to the control of risks in terms of professional ethics ;
- constituting an important economic and social lever to serve the Group and its partners, suppliers and sub-contractors ;
- maintaining local jobs to benefit the territories where the Group has operations.

The purchasing code of conduct drawn up in 2009 was replaced by a charter for purchasing in 2017. In addition, the Group's purchasing policy sets out its purchasing strategy and includes the following points:

- integration of Sustainability criteria in the General Terms and Conditions of Group Contract ;
- establishment of sustainable and equitable relations with suppliers and sub-contractors who share the environmental, employee and social values of Eiffage, with special attention paid to SME and local actors ;
- referencing and allocation of supplier and subcontractor contracts, taking into account expertise and local and regional strengths (SME, local branches of nationwide suppliers, etc.) ;
- development of purchases that contribute to the placement and employment of handicapped workers;
- efforts to reduce greenhouse gas emissions ;
- suppliers' innovation management.

This policy is backed by continuing campaigns targeting the professionalisation of buyers and the improvements of processes.

The Purchasing policy is detailed in the annual report and on the website www.developpementdurable.eiffage.com

Charter for purchasing

The charter for purchasing has replaced the purchasing code of conduct that was jointly written in 2009 on the basis of co-operation between the Group's Purchasing, Internal Audit and Risks, and Sustainable Development departments.

The charter for purchasing highlights specific aspects of purchasing function practices and constitutes a reference document for the Group's community of buyers. It incorporates the provisions of the new Eiffage Code of Conduct.

The Charter integrates the ten principles of the Global Compact and the ten commitments of the Supplier responsible relations guideline (the former Credit Mediation Guidelines). The rules of behaviour and the ethical standards which people must follow are specified in it, as are Eiffage's expectations with respect to its suppliers and sub-contractors.

All Purchasing Directors are attentive to its proper understanding and observance by the employees for whom they are responsible. They are vigilant in establishing relations with suppliers, on all levels of their companies, which reflect the established principles

The Charter for purchasing of the Eiffage Group is included in the consultation documents for framework contracts.



Respect for sub-contracting firms

The CDAF (Association of Buyers of France), based on a request from the Credit Mediation, drew up guidelines of good conduct to organize the relationship between major principals and SMEs. Eiffage has been committed as of the conception phase to this approach through its Purchasing Coordination, and on February 11, 2010 it signed the Credit Mediation Guidelines (that named now Supplier responsible relations Guidelines) which set forth 10 commitments for purchasing managers :

- guaranteeing financial equity with respect to suppliers ;
- promoting collaboration among the major principals and strategic suppliers;
- reducing the risks of reciprocal dependencies between principals and suppliers;
- involving the major principals in their sector;
- evaluating the total cost of the purchase;
- including the environmental dimension in purchasing;
- supervising the territorial responsibility of the company ;
- professionalizing buyers and the third parties in charge of purchasing;
- monitoring supplier relations through the purchasing function ;
- remunerating buyers according to a policy that is coherent with the principles of the guidelines.



The proper application of these Guidelines benefits from the action of the Mediator of the Group in this field.

Policy of sustainable development

Implementation of the Group's sustainable development strategy has a dual aim, controlling its impacts and ensuring the long-term viability of its activities.

The move to a genuine break with the techniques of the past is increasingly real : complete replacements for fossil fuel derivatives, more responsible use of natural resources, more systematic recycling of the materials produced by deconstruction and restoration of artificialized land are now the subject of increasingly mature expertise and sources of competitive differentiation.

There is a detailed presentation of the sustainable development policy in each annual sustainable development report.

To reaffirm the Eiffage Group's policies, Group Chairman and CEO Benoît de Ruffray signed a Sustainable Development Charter in July 2016. This charter, which is notably applicable to all Group employees, sets out the Group's ambitions:

- Promote solutions responding to the needs of future generations through research and innovation.
- Develop knowledge, practices and standards Sustainable cities, ecological engineering, energy alternatives and development of renewable energies, circular economy, new mobility modes, connected networks and industry of the future.
- Share our commitments with our teams, partners, subcontractors, suppliers and clients.



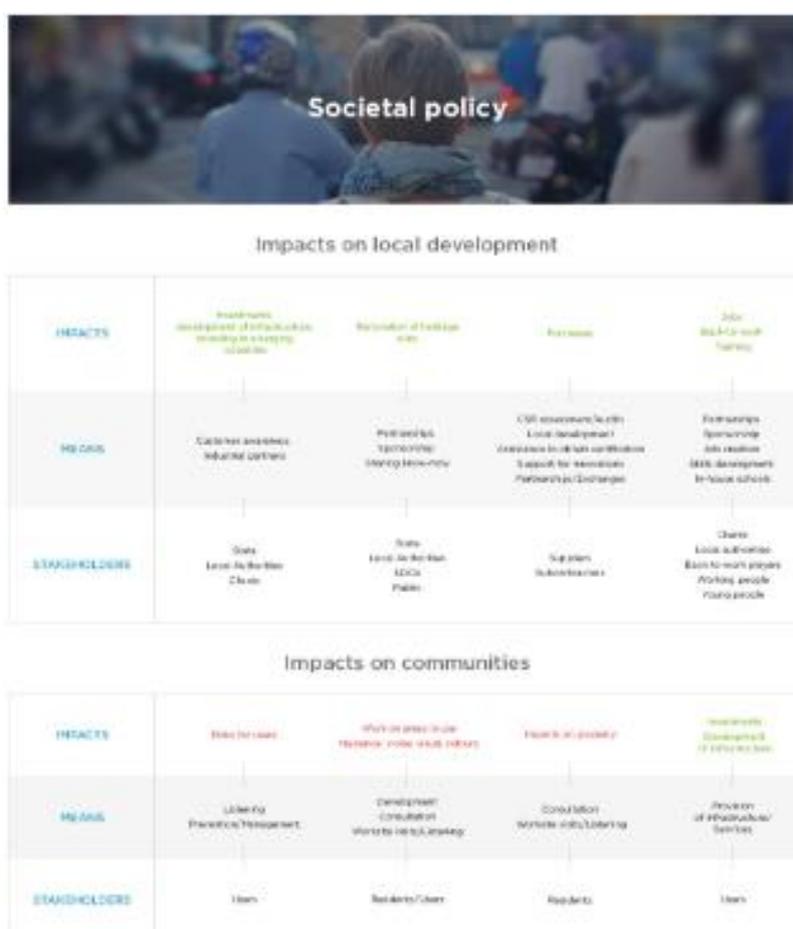
The sustainable development strategy is detailed on the website www.developpementdurable.eiffage.com.

Contribution to the regional development

Through its many worksites and projects, wide-ranging achievements, strong commitment to training and back-to-work programmes and ongoing dialogue with external stakeholders, the group is seeking a more active role in regional socioeconomic development..

As a coordinator of urban projects and a regional development partner, Eiffage is entrusted with major responsibilities by public authorities. The Group aims to set an example in the areas of project development and support, respect for the environment and the living world around us, and promote dialogue to ensure the involvement of all parties concerned.

The Group's social policy is organised on the basis of the impacts its activities are seen to have on civil society and the solutions implemented when those impacts are negative.



More details on the annual report and on the website www.developpementdurable.eiffage.com

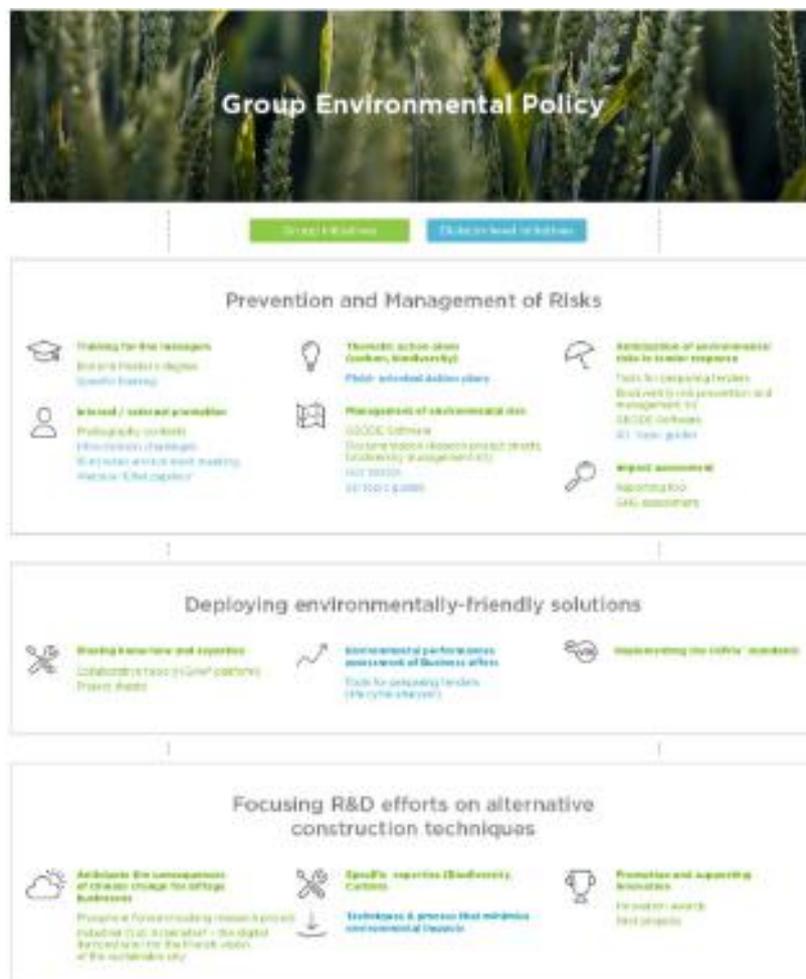
Respect for the environment

In direct contact with the field, our Group's business lines are continuing to change. The aims of this process of change include ensuring the responsibility, acceptability and sustainability of our activities, so enabling us to tackle the vital challenges arising from the consequences of climate change, continuous negative effects on the living world and exponentially increasing pressure on natural resources.

Policy

The commitment of reduction of the ecological footprint of the Group's activities is clearly stated by Senior Management in the structuring documents disseminated to all:

- the founding guidelines regarding the positioning of Eiffage in terms of the preservation of biodiversity and also the preservation of water resources and aquatic media, signed by the President and disseminated in all of the entities in the form of posters ;
- the commitments of the branch Presidents in terms of social and environmental performances ;
- the commitment of the Group and its divisions under the National Biodiversity Strategy (SNB) officially acknowledged in December, 2012.

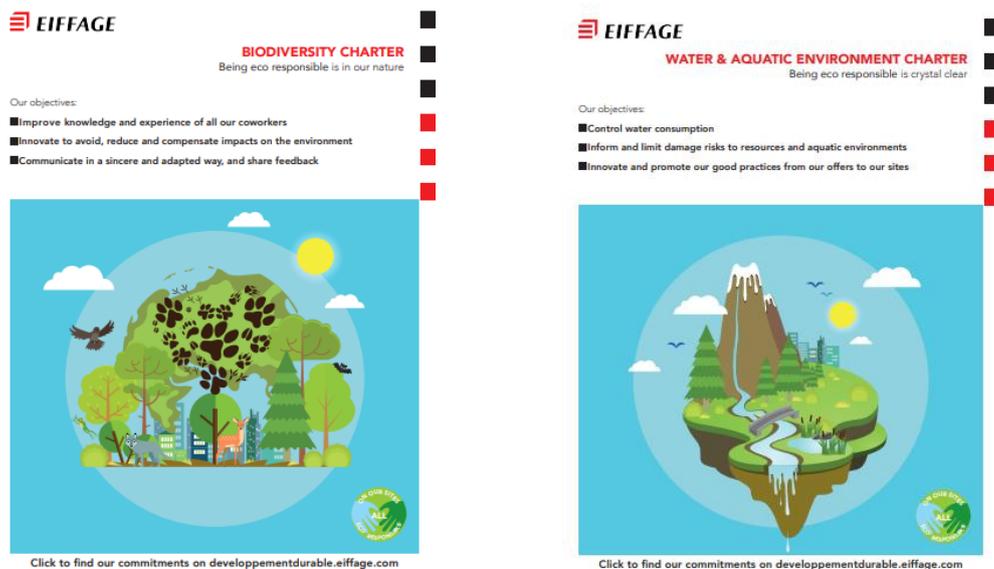


The environmental policy focuses on the following fundamentals:

- the prevention and control of the risks linked to the environmental aspects of all of the activities of the Group, through the development of specific competencies and the making available of targeted operational tools ;
- the deployment of environmentally-friendly solutions : implementing the HQVie® standard, assessing the environmental performances of structures and sharing practices ;
- R &D (Research & Development) for less emissive technical processes, new processes adapted to the post-carbon city, promotion of the systemic analysis of needs, research for solutions gathering the different urban themes (mobility, energy, new construction or renovation, ecosystemic services in towns,...), the control of diffuse and indirect impacts on the environment, the rational use of natural resources, and the best knowledge of the interactions between the activities of the Group and the stakes linked to biodiversity;
- the application of the ISO 14001 certification in all of its entities.

These efforts cover the internal perimeter of Eiffage, and also include the responses of the Group to tender offers.

Chartes Biodiversité et Eau & Milieux Aquatiques



In 2009, Eiffage decided to define and deploy a proactive approach for preservation of biodiversity by establishing a common in-house policy for all of its branches. The Biodiversity Guidelines, pragmatic and close to the operational realities of the Group's businesses, present in detail the policy defined and the commitments made.

In 2011, a new set of guidelines reinforced the sustainable development policy of the Group in the continuity of the Biodiversity Guidelines. The Water & Aquatic Media Guidelines set forth the Group's policy in terms of preservation of water resources and aquatic media through four commitments: control of consumption, control of pollution risks, homogenization of good practices, innovation.

The two sets of guidelines, signed by the CEO of the Group, are broadly disseminated to the entities of the Group. They demonstrate Eiffage's desire to achieve, through the implementation of concrete actions, the first objective of its plan of sustainable development actions, the reduction of its ecological footprint.

The GEODE* tool

The essential orientations of responsible management are knowing and controlling the impacts on the environment, observing regulations on all levels (European, national and local), developing an ISO 14001 certification approach, and optimizing a system of on-site environmental management.

In this context, Eiffage co-developed, with the service provider who has been handling the environmental safety regulatory watch of the Group for several years now, an application to allow the entities to manage their operational environmental (and more particularly regulatory) responses and to meet the requirements of the ISO 14001, particularly in terms of monitoring and registrations. This tool offers a work base common to all of the branches, taking into account the issues of each of them.

More details on the annual report and on the website www.developpementdurable.eiffage.com

*GEODE : GEstion Opérationnelle De l'Environnement

The two sets of guidelines are available on the Eiffage's Intranet and in the website www.developpementdurable.eiffage.com

International commitments

Global Compact

The Global Compact is a global initiative of the United Nations which includes more than 12,000 participants in more than 145 countries. Its first objective is to promote the social legitimacy of companies and global markets. By signing this compact, the companies commit themselves to aligning their operations and their strategies with ten universally accepted principles relating to human rights, labor standards, the environment and the fight against corruption.

In coherence with its policy of social and environmental responsibility, on May 16, 2005 Eiffage joined the Global Compact of the United Nations, and every year it renews its official commitment with the General Secretary of the United Nations.

The annual report presents Eiffage's response to each of the ten principles of the Global Compact. It's available on www.developpementdurable.eiffage.com

The updated Global Compact commitment is accessible on the site of the United Nations, at : www.unglobalcompact.org/participant/3178-Eiffage

CDP (Carbon Disclosure Project)

The CDP, begun in 2000, is a non-governmental organization which aims to evaluate the levels of greenhouse gas emissions in the various sectors of economic activity in order to motivate and accelerate decisions that can prevent dangerous climate change.

Its functioning is based on the building of a database which is unique in the world, obtained from the responses of economic actors to a detailed questionnaire regarding their activities that involve emission of greenhouse gases. This questionnaire, which evaluates the responsiveness of major companies to this issue on an annual basis, allows them to set objectives and to measure their progress.

At present, about 5,000 organizations or companies, in more than 50 countries, measure their greenhouse gas emissions and disseminate them via the CDP, accompanied by their strategies concerning climate change. This information is used by institutional investors, political decision-makers and their advisors, public sector organizations, etc.

Since 2006, in accordance with the principles of responsibility and transparency of its Values Guidelines, and as part of a proactive approach to reduce its carbon footprint, Eiffage, the first French Construction and Public Works company to have published, in 2008, the results of its Carbon Survey®, is among the companies of the SBF 120 which take part in this information collection..

Eiffage's response to CDP is available on CDP website: www.cdproject.net/en-US/Results/Pages/overview.aspx

BBOP

BBOP was founded by two international NGOs – Forest Trends and Wild-life Conservation Society – and comprises businesses, environmental protection organizations, financial institutions, governments and intergovernmental bodies. It tests and develops reference practice for ecological offset programmes, notably by promoting pilot projects.

Eiffage was admitted to BBOP (Business & Biodiversity Offsets Program) on 19 November 2013.

Fraud control and prevention procedures

In-house control

The Group Internal Audit and Risks department supervises regular assessments of the operations of its risk management and internal controls in accordance with a frame of reference defined by AMF.

WORKS ACTIVITIES

Work activity of the Group involves unit-sized projects and limited durations. In order to manage them properly, the managers must have the necessary delegations.

The decentralization of the responsibilities is carried out through a network of human-sized subsidiaries and agencies, which facilitates monitoring and limits the risks.

The organization of the in-house control is based on a breakdown of the roles and responsibilities between five hierarchical levels: work site, subsidiary or establishment, regional direction, business department and the holding company of the Group.

When a major project is involved, this organization is adapted and certain hierarchical levels can be eliminated. The project is then assigned specific functional means and controls.

According to the principle of subsidiarity, the decisions are to be made by the level closest to the field and the controls are done after the fact.

CONCESSION ACTIVITIES

These activities are mostly carried out within the APRR, which has its own in-house control organization adapted to its specific status as manager of a highway network. The principles and the methods implemented are coherent with those of the Group's Audit Department.

AUDIT ASSIGNMENTS

The audit assignments are organized by the Senior Management of the Group and carried out by the Audit Department according to a program defined each year and presented to the Accounts Committee, which draws up its list of recommendations. It is supplemented by occasional assignments decided on during the course of the year.

Specific means are implemented for the integration of new companies formed due to external growth, particularly when they do not immediately join an existing regional system.

REFERENCE GUIDE

This guide gathers procedures into 7 process that serve as guidelines for all manager :

- These procedures inventory the main subjects to be verified, evaluate the materiality and the probability of the risks upon the signing of the deal, the selectivity of the deals, the reliability of the clients with regard to the commitments and to contractual follow-up, the collection of receivables, the aptness of the budgets, cost overruns and the prevention of disputes and litigation.
- They establish the main verifications and controls and impose no more constraints and formalism than necessary. They are a tool for building the responsibility of all parties and they contribute to the constant vigilance of all managers on all levels.

Each branch adapts its in-house control operations from common topics, focusing on the potential risks inherent to its businesses. In-house controls are present in each branch and their assignments are clearly defined.

Their work is coordinated by the Audit and Risk Department.

The control processes range from exhaustive reviews to spot checks of the various points, and to tests of application of the procedures.

The results of the diligences carried out are analyzed at periodic meetings on the various levels of the Branch involved.

**All of the Group's employees
must cooperate with the in-house control processes
in a straightforward manner.**

Ethics alert mechanism

The first professional alert systems appeared in the 1980's in the United States. In 2002, following many financial scandals and especially the Enron scandal, a law made these systems obligatory for all companies quoted on the New York Stock Exchange.

These systems, better known by the name of Whistle Blowing, are increasing in number today to contribute to guaranteeing the ethically responsible behavior of large companies.

On April 22, 2009, 18 years after disseminating its first Goals and Rules of Behavior of the Group, the Board of Directors of Eiffage decided to implement its own "alarm". The objective:

**To allow all employees who are aware
of acts of unfair competition, corruption
or embezzlement to report them
to the management bodies.**

After receiving the approval of the French national commission for information technology and civil liberties (CNIL) on 23 July 2009, followed by consultation with employee representative bodies, a professional alert system was implemented at the beginning of 2010. This ethical alert system was updated in 2017, notably to keep pace with changes in French regulations. This system collects reports given by whistleblowers.

This procedure increases Eiffage's effective means of controlling illicit practices which, even if they remain the exception, constitute a real risk for the company's image and reputation.

Each employee, in accordance with the Guidelines of Values and Goals, must be irreproachable.

This procedure with a restricted field remains highly controlled by strict implementation conditions which guarantee employees the respect of their freedom and their fundamental rights, and rule out anonymous denunciations.

Any employee can inform, in complete confidentiality, an advisor to the president specifically assigned to this mission and who reports to a member of the Board appointed as ethical guarantor. That guarantor submits an annual report to the Board of Directors.

With this system, Eiffage contributes to the assurance given to stakeholders, public and private, of its ethically responsible behavior, while protecting its interests and those of its employees.

Verification of the figures of the annual sustainable development report

Each year from 2008 to 2012 Eiffage gave a voluntary mandate to consultants PricewaterhouseCoopers (PwC) to audit the collection processes and reliability of the Group's social and environmental performance data as published in the annual sustainable development report. Those audits led PwC to issue for each of those years a "moderate assurance" report for a selection of sustainable development performance indicators.

In early 2014, KPMG issued a certificate of presence and a moderate assurance report for Group social, societal and environmental quantitative and qualitative data for the 2013 financial year as presented in the 2013 Annual Report.

Since 2016, KPMG issued four certificates of presence (Eiffage, APRR, AREA et Clemessy SA) and two moderate assurance report (Eiffage, APRR) for Group social, societal and environmental quantitative and qualitative data for the 2014 financial year as presented in the 2014 and 2015 Annual Reports (in reference of the L.225-102-1 article of the Grenelle II law).