



BUILDING TOGETHER

a sustainable
living environment

Our sustainable development commitments for 2011-2012

BOUYGUES
CONSTRUCTION

Shaping a **Better Life**

A message from the Chairman



Yves Gabriel,
Chairman and CEO of
Bouygues Construction

Our ambition is to build a sustainable living environment by delivering projects to our customers that protect the environment while ensuring comfort and well-being for users.

By introducing eco-design methods, we are seeking the most effective and innovative solutions in environmental and economic terms throughout the lifecycle of a building. This approach is gradually being scaled up to embrace neighbourhoods and even whole cities.

Spanning all stages of a construction project from design to operation, Bouygues Construction is able to guarantee performance targets set with customers and partners.

Sustainable construction is a strategic growth priority for the Group. 55% of our construction order intake is already covered by an environmental labelling or certification scheme, and half of our research budget is devoted to this subject.

Our people are the key drivers of this strategy, which transcends countries and lines of business. We make a particular point of fostering cohesion among staff and offering everyone the means to enhance their skills and creativity.

For us, building a sustainable living environment also means providing assurance to local communities and authorities that we contribute to local development in the places where we operate.

Sustainable development thus extends to every sector of the company: our projects, the people who carry them out and the relations we forge with our customers, our partners and local communities.

Profile

Bouygues Construction, a Bouygues group subsidiary, is a global player in the building, civil works, energy and services sectors. On every continent, it has recognised know-how at all stages of a project, from financing and design to construction, operation and maintenance. Its 52,000 employees develop effective and innovative solutions – hospitals, schools, housing, stadiums, broadband networks, street lighting and transport infrastructure – that enhance everyone's quality of life while protecting the environment.

Bouygues Construction thus puts social and environmental challenges at the heart of its development strategy with the aim of becoming the leader in sustainable construction.

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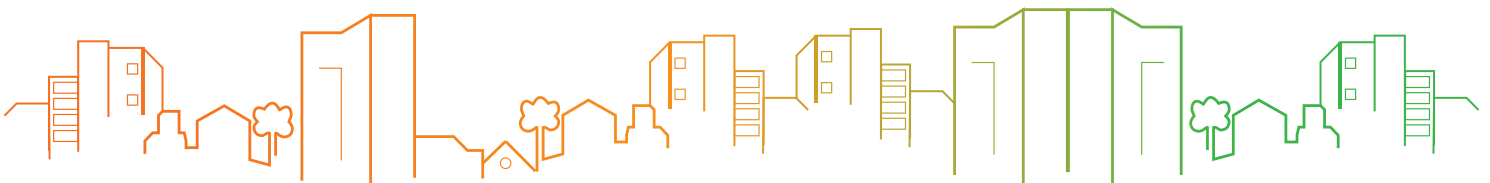
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Major challenges in the construction sector



- Construction is a labour-intensive industry (28% of global employment) that faces key social challenges such as integration, local employment and workplace health and safety.
- Construction has major impacts on the environment. Worldwide, the industry accounts for:

40%

- of the consumption of natural resources,
- of energy consumption,
- of CO₂ emissions,
- of waste generated.

It is now essential to develop new methods for designing, producing and operating buildings and infrastructure, and adopt a mindset of sustainable growth.

Buildings in France (2010 figures)

No.1
consumer of energy

- Buildings: 43%
- Transport: 32%
- Industry: 22%
- Agriculture: 3%



No.2
source of CO₂ emissions

- Transport: 34%
- Buildings: 24%
- Industry: 23%
- Energy transformation: 16%
- Agriculture: 3%



In France, the Grenelle Environment Round Table stepped up the push for environmental change by setting ambitious energy performance targets:

- For new buildings:
 - > **2012:** low-energy certification (50 kWh/m²/year),
 - > **2020:** positive-energy certification for all buildings.
- For existing buildings: a 38% reduction in consumption by 2020.
- A proactive plan to build eco-neighbourhoods.

GRENELLE TARGETS

Primary energy consumption (pe) target for all existing buildings in kWhpe/m²/year



Primary energy consumption (pe) requirement for new buildings in kWhpe/m²/year



Note: kWhpe: kilowatt hour of primary energy - RT: Thermal Regulations
Primary energy: final energy (invoiced) + energy needed to produce and distribute it.





A STRATEGY ingrained in our businesses

Through our sustainable development strategy, we aim to design, build and operate sustainable projects while factoring in the aspirations of our stakeholders, whether customers, partners, employees or civil society. In accordance with our values, which combine the quest for performance with respect for people, it is a highly effective way of fostering innovation and cohesion.



Trade and Industry Tower in Hong Kong

The ultramodern building is aiming for LEED® Gold energy efficiency certification. Priority will be given to renewable energy sources, with a photovoltaic power system and solar water heating.



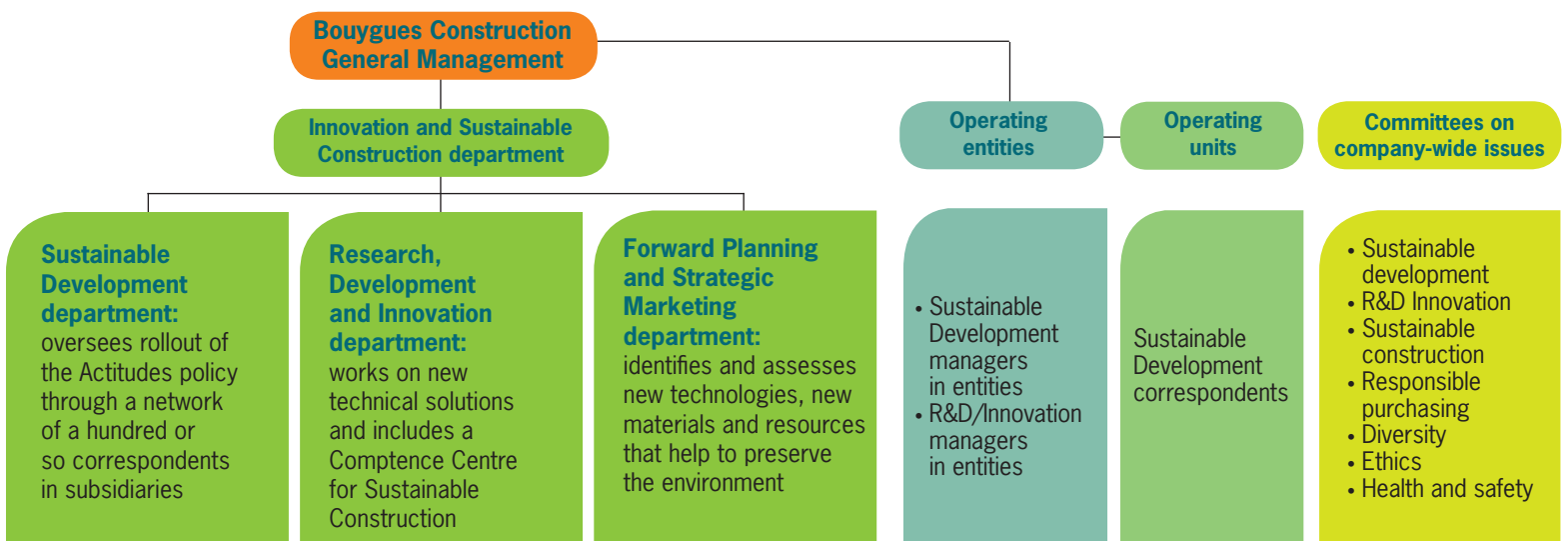
Sustainable development at the heart of our strategy

In response to the challenges of sustainable development, Bouygues Construction has implemented a company-wide policy called Actitudes. With backing at the highest level of the company, the policy has helped to raise general awareness of the Group's environmental, corporate and social responsibilities. An integral component of projects from design to operation, sustainable development has boosted value creation and innovation in products and services.

Deeply rooted in Bouygues Construction's strategy, it has been reflected in organisational terms in the merger of the Sustainable Development, R&D/Innovation and Forward Planning/Strategic Marketing departments into a single Innovation and Sustainable Construction department.

Changes are being made to Actitudes in 2012 in order to take this new organisation into account, with greater emphasis being placed on sustainable construction. The policy is now organised around four key themes and 12 commitments (see diagram opposite).

Progress is tracked by means of a set of key indicators associated with each commitment, backed up by an extra-financial reporting system covering all the issues concerned.



4 key areas of Actitudes

Better Life



Environment and sustainable construction

High-performance projects for a better quality of life

- 1 - Innovating for sustainable construction
- 2 - Eco-designing high-performance projects
- 3 - Ensuring environment-friendly workites
- 4 - Building, operating and maintaining to deliver controlled performance



Customers and partners for a sustainable project

Uniting players in projects to achieve enduring success

- 5 - Establishing a trusting relationship with customers
- 6 - Committing to ethics and compliance with regard to our customers and partners
- 7 - Sharing our goals for sustainable performance with our partners



Local commitment and community aid

A player committed to the development of territories

- 8 - Contributing to local development
- 9 - Getting involved with local communities and civil society



Respect and development of employees

Diversity of talent for the success of our projects

- 10 - Guaranteeing the health and safety of employees
- 11 - Ensuring equal opportunities and enhancing skills
- 12 - Fostering cohesion and well-being in the workplace

An active presence in dialogue forums

Bouygues Construction partners organisations that seek to promote the principles of sustainable development and provide forums for dialogue with stakeholders. It signed up to the United Nations Global Compact in 2006.

Bouygues Construction forges many partnerships and exchanges with players from civil society and the construction industry in order to address their expectations and participate in future developments. For example, it takes part in the work of Afnor, Comité 21, the Grenelle Environment forum Building Plan, Green Building Council, Association HQE, ECTP (European Construction Technology Platform), E2BA (Energy Efficient Buildings Association), Efficacy (a sustainable city research group made up of industrial players and academics) and the Advancity Competence Centre.



A signatory of the United Nations Global Compact since 2006, Bouygues Construction is one of the 15 French companies to have achieved the Advanced Level for their communication on progress.

Bouygues Construction gained first prize for strategic development in the 2010 Green Business Awards, awarded by BFM in partnership with Ademe.





ENVIRONMENT AND SUSTAINABLE CONSTRUCTION



High-performance projects for
a better quality of life

With our customers and partners, we provide solutions that reduce environmental impacts while seeking to improve users' living environments. Spanning all stages of a project, from design to operation, our strategy is gradually being scaled up to embrace the whole city.





The Eikenøtt eco-neighbourhood (Gland, Switzerland)

Development of an eco-neighbourhood with 21 buildings (apartments, residence for seniors, shops, etc.). Features include the use of renewable energy sources, a common heating plant, a rainwater management system, wastewater and waste management, protection of biodiversity, social and generational diversity, shops and local services.



Innovating for sustainable construction

In order to anticipate and move in step with the changes affecting its businesses and markets, Bouygues Construction places sustainable construction at the heart of its research programmes. They focus in particular on energy-efficient buildings, cutting CO₂ emissions, resources and materials, biodiversity, interior air quality, user behaviour and eco-design. With CarbonEco®, a pioneering in-house software tool, it is possible to calculate the greenhouse gas emissions associated with the construction of a project and to test eco-alternatives and a range of operating options (1,000 carbon balances carried out in 2011). Bouygues Construction is also working with the CSTB to develop Elodie®, a multicriteria building lifecycle analysis tool.

The Group is concluding cooperation agreements with industry players and university laboratories with the aim of developing innovative materials and accessing high-level technological expertise. In order to encourage innovation within the company, an innovation competition open to all staff is organised every two years. Over 1,300 employees took part in 2012, submitting 678 entries. An R&D and Innovation committee selects the best ideas and provides funding so that they can be tried out in practice.



46%

of R&D spending devoted to sustainable construction.

ABC

(Autonomous Building Concept):

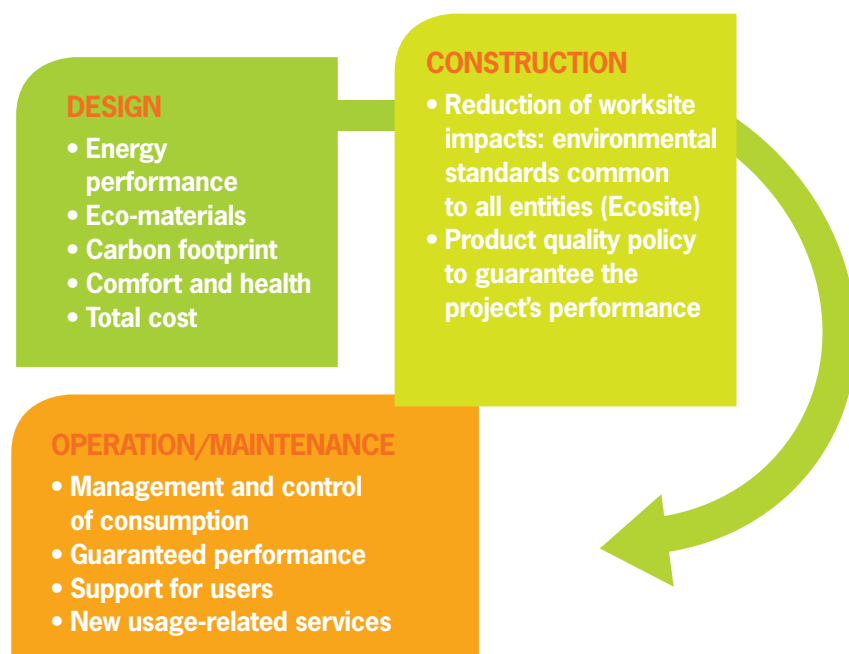
a new research programme into buildings that are self-sufficient in energy, water and waste.



Hervé Biaisser,
Director,
École Centrale Paris

"In partnership with Bouygues Construction, École des Ponts, Supélec and CSTB, we have created a research and teaching chair in Sustainable Construction and Innovation. The programme sets researchers and postgraduates to work on cutting-edge issues. It is important for the players concerned to combine their strengths and pool their resources."

Sustainable development integrated into a project lifecycle



The main criteria to be integrated into a sustainable building

The building's carbon footprint can be reduced by integrating these parameters:

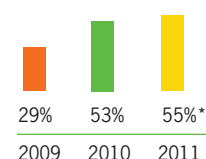


Eco-designing high-performance projects

Applying eco-design principles to reduce a project's environmental impacts as much as possible, while guaranteeing user comfort and seeking to optimise the total cost, is what Bouygues Construction's people focus on. The Group draws on environmental certification schemes such as BREEAM®, LEED and HQE® to promote these goals, applying them to more than half its building order intake.

Order intake for buildings with environmental labelling or certification

(as a proportion of total building order intake)



*This figure rises to 74% when Bouygues Construction has design/build responsibility.

Main actions

INNOVATION

- Creation of a Sustainable Construction and Innovation chair with École des Ponts, École Centrale Paris, Supélec and CSTB, focusing on low-carbon technologies, sustainable buildings and sustainable cities.
- Involvement of Bouygues Travaux Publics and Norpac in the creation of Railenium, a Technological Research Institute at the University of Lille Nord, to develop sustainable rail infrastructure.

ECO-DESIGN

- Development of new products such as BeGreen®, a service package for the commercial property market to support customers in the sustainable enhancement of their property assets, and timber construction, with over 60 projects delivered in both new-build and renovation.
- Progress of environmental labelling and certification schemes and the strengthening of in-house expertise (10 BREEAM assessors,

10 LEED assessors, 20 HQE® and H&E specialists).

- Training in sustainable construction for technical and sales staff to ensure that the principles are integrated into offers (nearly 2,000 employees given training since 2008).



Energy Performance Contract at Vitry-sur-Seine, south-east of Paris

First Energy Performance Contract in social housing in France, with a commitment to reduce energy consumption by 40% and cut greenhouse gas emissions by a factor of four. Features include re-insulation of the *façades*, thermal solar panels and support for tenants.



Ensuring environment-friendly worksites

During the construction phase, the Group seeks to limit the environmental impacts of its worksites as much as possible and to ensure their integration into the local environment by reducing nuisance to local residents. Environmental standards for worksites common to all entities have been drawn up. The in-house Ecosite label is awarded to sites where they are applied. Quality of execution is another key aspect in guaranteeing a project's performance.



Main actions

ENVIRONMENT POLICY

- 88% of sales covered by an ISO 14001 certified environmental management system.
- General application of the Ecosite environmental labelling scheme, which defines standards in 11 areas such as waste management and protecting biodiversity.
- Biodiversity partnership in infrastructure and street lighting projects with Noé Conservation, a charity committed to protecting biodiversity.

WORKSITE INTEGRATION

- Reduction of nuisance to local residents: simulation and control of noise levels, use of self-compacting concrete to eliminate vibrations.
- Initiatives for local residents: meetings, websites, toll-free phone number, etc.

65%

of worksites have been the subject of consultation, communication or satisfaction evaluation initiatives with local residents

"During tendering procedures for a number of major projects, we found that we had the same view of biodiversity as Bouygues Construction. Our aim is to build a sustainable world in which major regional development projects respect the natural environment and ecological continuity. Upstream impacts must be reduced or avoided and nature restored when work has finished, in order to reinvent a 'Positive Biodiversity' society!"

Arnaud Greth,
President of Noé Conservation



Building, operating and maintaining to deliver controlled performance

Bouygues Construction supports its customers in managing and controlling the consumption of their structures in order to achieve pre-set performance targets and encourages energy-saving behaviour. The company also makes a point of operating its own buildings sustainably, through measures such as low-energy buildings for its subsidiaries, energy-efficient renovation, employee transport plans, eco-gesture campaigns and the acquisition of electric vehicles.

Main actions

ENERGY PERFORMANCE TRACKING AND MANAGEMENT

- Development of Hypervision®, a software tool that tracks a building's energy consumption in real time.

PERFORMANCE GUARANTEES

- Inclusion of energy performance commitments in public-private partnership contracts (the French Defence Ministry headquarters in Paris, hospitals and schools, etc.).
- First Energy Performance Contracts (EPCs) for residential and office buildings.

USER SUPPORT

- Services to optimise energy performance or support building operators and users.
- User involvement in achieving energy performance targets using handbooks and awareness-raising.

A project for
Better Life



Energy-Pass, a device for controlling energy use and costs in new residential or office buildings, enables occupants to measure and track their heating, hot water and electricity consumption from a touch-screen control panel.

After renovation, energy consumption at Challenger, Bouygues Construction's headquarters, will be cut by 90%.





CUSTOMERS AND PARTNERS for a sustainable project

Uniting players in projects to achieve enduring success

Ingraining sustainable development into our activities means involving all the stakeholders in a project (customer, main contractor, builder, operator, subcontractors and suppliers) in the achievement of environmental and social objectives. In its role as integrator, Bouygues Construction seeks to promote sustainable development to all those involved and to maintain relations of partnership based on trust.



Clisson secondary school (west of France)

Design, financing, construction, operation and maintenance of a timber-design secondary school with HQE® and BBC-Effinergie® low-energy certification. It will be one of the first secondary schools in France to achieve the performances of a positive-energy building. A comprehensive lifecycle analysis was conducted for the project.



Establishing a trusting relationship with customers

We aim to guide our customers towards the most effective solutions in terms of sustainable construction and the well-being of users, by sharing knowledge and jointly developing innovations. That partnership is based on attentiveness, transparency and the quality of our products and services.

Main actions

LISTENING TO CUSTOMERS AND CO-INNOVATION

- Systematic use of customer satisfaction surveys conducted by outside bodies.
- Creation of a Sustainable Construction Club, a forum for discussion and exchanges with customers and partners, consisting of four think-tanks on social housing, office buildings, university campuses and renewable energy sources.

PRODUCT AND SERVICE QUALITY

- 97% of sales covered by an ISO 9001 certified quality management system.
- Development of commissioning methods to ensure a continuous quality process from design to operation.

54%

of delivered projects are the subject of a customer satisfaction survey



“The office buildings think-tank of Bouygues Construction's Sustainable Construction Club remedies a real lack of dialogue and discussion between construction industry players, since it brings together designers, builders, investors, users and occupier-operators to talk about sustainable construction issues. It contributes to thinking about new ways of using working space brought about by new generations and technologies, the compression of time and the quest for performance.”

François Delatouche,
President of ARSEG (French Association of General Services Managers),
Head of Property and General Services at Bouygues Telecom



Sharing our goals for sustainable performance with our partners

By choosing environment-friendly materials made under high-quality working conditions that respect fundamental human rights, purchasers make a key contribution to our sustainability policy. Through its responsible purchasing policy, Bouygues Construction aims to exert a beneficial influence on the practices of its suppliers and subcontractors.

Main actions

RESPONSIBLE PURCHASING WITH SUPPLIERS

- Supplier CSR Charter appended to contracts.
- Training in responsible purchasing for buyers.
- Assessments of suppliers' CSR performance by EcoVadis.
- Timber sourcing partnership with WWF.
- Charter for major accounts and small businesses, setting out 10 responsible purchasing commitments.

INVOLVING SUBCONTRACTORS IN OUR SUSTAINABLE DEVELOPMENT POLICY

- Initiatives to involve subcontractors: welcome packs and training in health, safety, quality and the environment.
- Measures against illegal working (access badges, internal controls).

"Bouygues Construction is the first construction firm in France to join our Forest and Trade Network. With this partnership, the Group commits to increasing its purchases of timber from forests managed in ways that ensure sustainability of resources, protect biodiversity and promote social well-being."



Jean Bakouma,
Head of the WWF Forest programme



82%

of sales in 2011 was generated by operating units that complied with the Supplier CSR Charter

247

suppliers assessed with EcoVadis (representing €732m) at end-2011

89%

of sales was generated by operating units that rolled out an action plan to involve suppliers in our QSE policy in 2011

Committing to ethics and compliance with regard to our customers and partners

Bouygues Construction has defined an ethics and compliance policy designed to ensure compliance with the law and the application of company rules and regulations. Implementation of the policy is overseen by the Legal Affairs department, which coordinates an Ethics Committee. A Code of Ethics is circulated to all employees and a specific training plan has been set up.

ETHICS AND COMPLIANCE

- Introduction of a whistleblowing procedure for anti-competitive practices and appointment of a Compliance Officer.
- Specific training for members of entities' executive committees (130 people trained in 2011).
- Inclusion of an ethics and compliance module in existing sales and management training programmes.

1,813

managers trained in business ethics in the last three years



LOCAL COMMITMENT AND COMMUNITY AID

Committed to the development of territories

Bouygues Construction subsidiaries put their commitment to local communities into practice by helping to create direct and indirect jobs in the places where they operate, seeking high-quality dialogue with local stakeholders and providing help to the most disadvantaged.



Local employment and training are a priority for Bouygues Construction wherever it operates.



Contributing to local development

Bouygues Construction contributes to local development by helping to create direct and indirect local jobs and by supporting programmes designed to give the underprivileged access to employment. That proactive involvement in community life is also expressed in the organisation of continuous dialogue with all local stakeholders (residents, local authorities, elected officials, charities, etc.).

Main actions

PROMOTING EMPLOYMENT AND LOCAL DIALOGUE

- Conclusion of a partnership with FACE, a charity that campaigns against marginalisation, to promote integration and skills training on Group worksites in France.
- Chantiers Écoles vocational training programmes with French state employment agency Pôle Emploi and training agency AFPA.
- Employment of local staff and skills transfers on international markets (e.g. creation of a school to train foremen in Cuba).
- Encouraging works teams to engage in consultation with local stakeholders (e.g. handbook for local residents).

On the worksite for the shopping centre in Aubervilliers, north of Paris, Bouygues Bâtiment Ile-de-France opened 75% of jobs to local recruitment and awarded 35% of construction, upkeep and maintenance contracts to companies domiciled in the solidarity zone.

409

operations conducted with local integration bodies in 2011



Getting involved with local communities and civil society

Through Terre Plurielle, its corporate foundation, Bouygues Construction supports projects that favour access to healthcare, education and integration for the severely disadvantaged in France and abroad. At the same time, entities engage in community initiatives in the places where they operate. 424 charities were supported in 2011 at a total cost of €2.5 million.

Main actions

COMMUNITY AID

- 78 projects sponsored by employees and financed by the Terre Plurielle corporate foundation in 17 countries.
- Partnerships in response to emergencies, for example with Care France in Cuba and Emergency Architects in Haiti.

"Les Enfants de l'Ovale" in Morocco is an educational and sporting charity created in 2004 to support disadvantaged children. 300 boys and girls aged 8 to 16 benefit from daily help with homework and a range of educational and sporting activities which encourage their curiosity, artistic abilities, self-confidence and openness to the world. Bymaro and Terre Plurielle have helped to finance the charity's project for a new activity room which will enable it to increase the range of its activities and host its young people in better conditions.



Terre plurielle
Bouygues Construction
corporate foundation

"Terre Plurielle fights all forms of marginalisation linked to health, education or employment. My task is to consider and select the projects sponsored by Bouygues Construction employees. These initiatives strengthen ties with the community and motivate employees."

Xavier Emmanuelli,
Founder of Samu Social Paris and Samu Social International, cofounder of Doctors without Borders and a member of the Terre Plurielle board



Reconstruction in Haiti

Volunteers helping to rebuild housing in Haiti in partnership with Emergency Architects.



RESPECT AND DEVELOPMENT OF EMPLOYEES

Diversity of talent for the success of our projects

As front-line contributors to the Group's long-term performance, Bouygues Construction's 52,000 employees are committed to using their expertise and spirit of innovation to improve the living environment for everyone. Attentive to their development, Bouygues Construction has an ambitious health and safety policy and attaches great importance to training and respect for fundamental human rights in all countries.



Warm-up exercises on a worksite.



Success in diversity: Bouygues Bâtiment International's diversity policy.

Guaranteeing the health and safety of employees

Ensuring health and safety involves training and empowering employees, improving ergonomics, choosing the right equipment and materials and verifying that actions are effective.

Main actions

SAFETY

- Worksite and road safety awareness-raising campaign (e.g. the "Health and safety, count me in" campaign for 6,000 employees and subcontractors in the Paris region).
- Comprehensive, targeted safety training for site workers, supervisors and managers.
- Anti-addiction campaign (alcohol, drugs) on all Bouygues Entreprises France-Europe worksites.

HEALTH

- Improved ergonomics on worksites: recruitment of occupational therapists, choice of equipment and materials that relieve arduous work, warm-up exercises for site workers before they start work.
- Agreements on the prevention of psychosocial risks and creation of an anti-stress training module.

5.08

An industrial accident frequency rate of 5.08 in 2011 (11.97 in 2005) and a severity rate of 0.22 in 2011 (0.54 in 2005)

89%

of activity covered by ILO, OHSAS 18001 or equivalent certification

95%

of Bouygues Entreprises France-Europe worksites use warm-up exercises

"To combat addiction-related risks on worksites, our new company regulations prohibit the consumption or introduction of alcohol or drugs. The rules are backed up by a voluntary support scheme for employees. Occupational health authorities, addiction counsellors, anti-addiction bodies and various support functions within the company ensure a close link with employees. Our greatest success will be saving as many employees as possible from the scourge of addiction."

Fabrice Léoni,
Head of Health and Safety, Bouygues Entreprises
France-Europe and Bouygues Travaux Publics



Ensuring equal opportunities and enhancing skills

Bouygues Construction makes a point of ensuring equal opportunity and enhancing its people's skills throughout their career in the firm. That goal is given practical expression in a highly proactive training policy and the encouragement of internal mobility at all levels.

Main actions

EQUAL OPPORTUNITY

- Equal opportunity training for HR staff and managers (400 people trained).
- Implementation of gender equality agreements and conclusion of agreements on the employment of older people in all French subsidiaries.
- Initiatives to encourage the employment of women: a campaign with IMS-Entreprendre pour la Cité, a "Women in Management" training course.
- Agreements with Agefiph for the employment of disabled people, two-person teams of HR and purchasing managers to encourage the use of sheltered workshops.

SKILLS

- Proactive training policy based on in-house training centres both at Group level (Bouygues Construction University, Gustave Eiffel apprentice training centre) and in subsidiaries (Pro Académie, VSL Academy, Confucius Training Center in Asia, etc.).
- Literacy training in several entities (the course offered by GFC Construction won a regional diversity award in 2011).

"Since I started work, I have never felt that being a woman was a handicap. The people we deal with soon realise that we have the same skills and the same energy as men. There are more and more women in sales and marketing, works and in architecture firms. We're even beginning to see women site workers. First and foremost, the Group is looking for dynamic, organised people with character and common sense. That's what makes the difference in managing a project."

Claire Albertelli,
Works supervisor with Bouygues Bâtiment Ile-de-France



21%

of managers were women in 2011 compared with 18% in 2009

+50%

disabled people employed in France between 2007 and 2011

13%

of employees were promoted in 2011

17,900

trainees and 878,000 hours of training in 2011

Fostering cohesion and well-being in the workplace

Well-being at work involves taking better account of employees' expectations by listening to them, but also by raising awareness among managers about issues such as the work-life balance, parenting and stress prevention. The company is also looking at new ways of organising work, such as working from home and working on the move.

Profit-sharing and employee share ownership schemes help to give employees a stake in the company's plans and results.

77%

of employees in France have had an annual review

19%

of the Bouygues group's share capital is held by employees

€24.6m

was paid out in compulsory profit-sharing and €18.6m in voluntary profit-sharing in France in 2011

Main actions

COHESION AND WELL-BEING AT WORK

- Listening to employees by means of annual reviews and satisfaction surveys (over 20,300 employees surveyed in 2010 and 2011).
- Introduction of workplace stress monitoring, alert and training measures, plus a practical guide for managers.
- Signing of the Parenting Charter and partnership with the Parenting Observatory.

Sustainable Development Department – Corporate Communications Department – June 2012

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