

# New Generations of *COMMITTED* Entrepreneurs



**2024-2028**

**CSR POLICY**

Corporate Social Responsibility

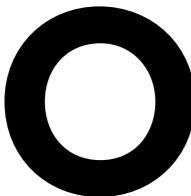


# Editorial



Jean Bernadet  
Chairman

## A CSR policy for transformation through action



**Our people are – and will always be – central to everything we do at NGE.** Our ongoing development relies on the strength of our collective effort and uncompromising respect

for the health, safety and wellbeing of our employees. We are at a pivotal point in the development of our core businesses and all the skills associated with them. We continue to leverage innovation and adapt the way we work in order to design and build in new ways, with the ultimate aim of reducing our environmental impact and meeting the new expectations of the market and society as a whole.

Our Business Plan, whose strategic priorities are guided by the **ecological transition**, is fully aligned with the needs of a changing world. In implementing this plan, we are strongly reasserting our commitment to building a sustainable world for the future.

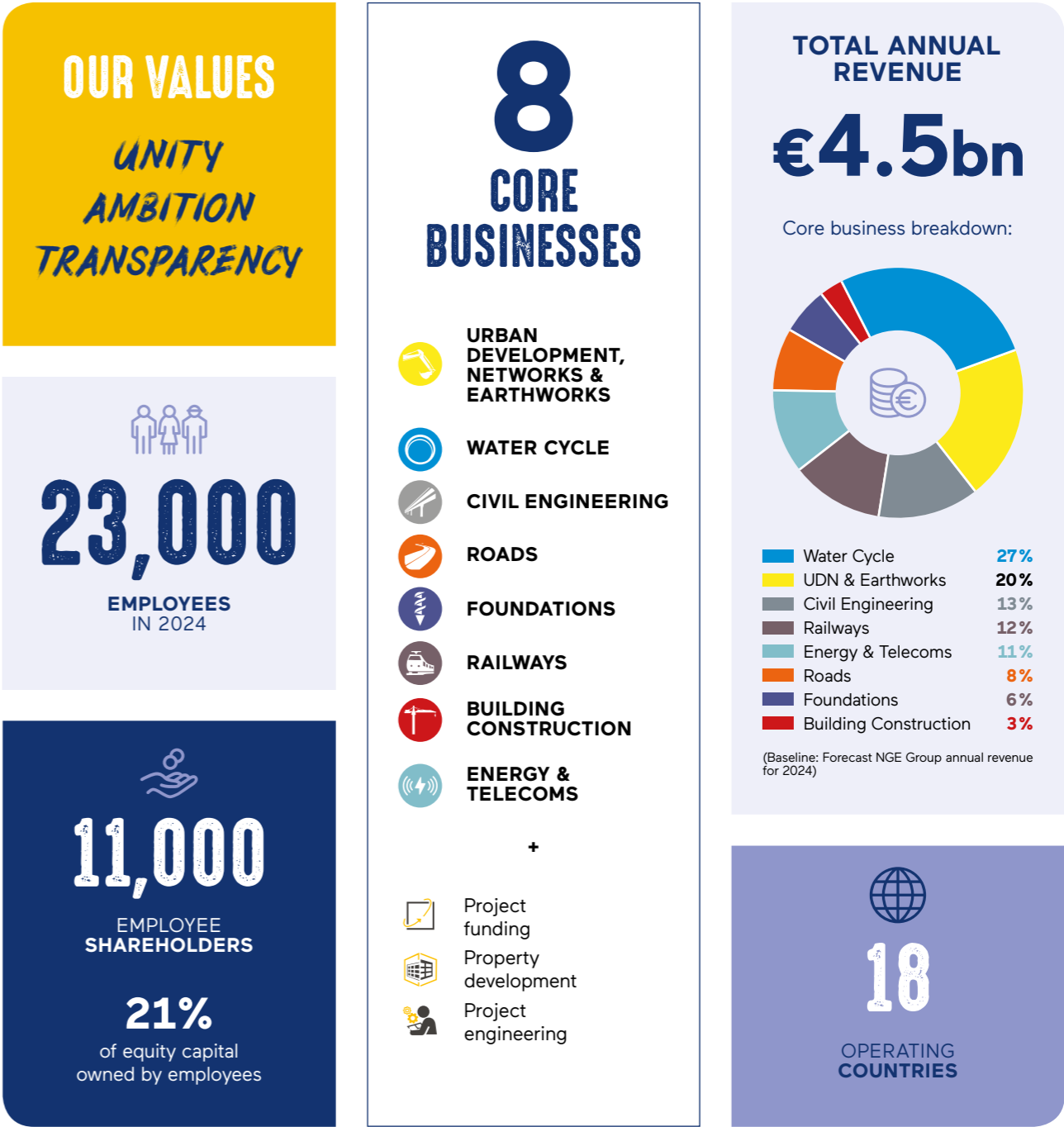
Our business model is implemented on the basis of performance-driven economic, social and environmental **value creation**. It is against this background that our CSR policy will accompany and support implementation of our **Business Plan for growth and transformation**. By focusing on our 3 key priorities of people, the ecological transition and our usefulness to local communities, our ambition is to gain a clearer understanding of our challenges and impacts. We behave responsibly and want to remain attractive to the **new generations**, because the careers we offer are part of the solution for today's changing world. This CSR policy will help us move forward and demonstrate to our employees and customers just how **innovative and responsible** we are.



“Our business model is implemented on the basis of performance-driven economic, social and environmental value creation”

# Who are we?

NGE is a **French independent group** committed to developing the connectivity essential to facilitate and optimise travel, our daily lives and the way we interact. In France and around the world, the men and women of NGE design, construct and refurbish infrastructures and buildings.



TOTAL ANNUAL  
REVENUE

€4.5bn

Core business breakdown:

Water Cycle	27%
UDN & Earthworks	20%
Civil Engineering	13%
Railways	12%
Energy & Telecoms	11%
Roads	8%
Foundations	6%
Building Construction	3%

(Baseline: Forecast NGE Group annual revenue for 2024)

18

OPERATING  
COUNTRIES

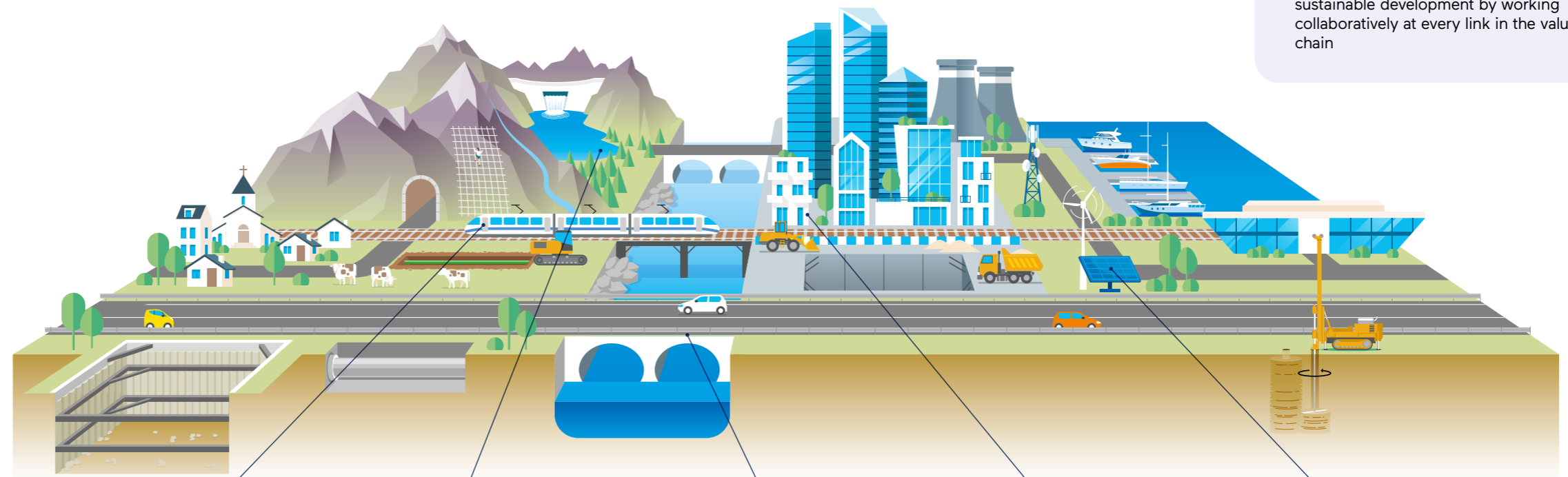


# Our vision for 2028

**Our Business Plan** will guide the growth of the Group towards more sustainable activities. Our 5 priorities for growth are firmly focused on delivering for the ecological transition and future generations. All are powerful levers for transforming the company, and give us real confidence in the future.

## OUR STRENGTHS

- A united collective committed to working closely with the regions we serve
- A broad range of multi-expertise and funding solutions to address every challenge of the ecological transition
- A commitment to promoting sustainable development by working collaboratively at every link in the value chain



## OUR 5 PRIORITIES FOR GROWTH

### 1. DEVELOPMENT OF LOW-CARBON MOBILITY

- Rail links (train, metro and tram)
- Cycle paths
- Waterways
- Greenways

### 2. NATURAL RESOURCE CONSERVATION

- Water management
- Recovery and recycling centres
- Decontamination and asbestos removal
- Renaturing

### 3. REGIONAL DEVELOPMENT AND MAINTENANCE

- Road networks
- Port and airport infrastructures
- Digital transformation
- Urban development
- Security and defence infrastructures

### 4. ADAPTATION TO CLIMATE CHANGE

- Landscaping
- Soil artificialisation reversal
- Protection and safety structures
- Building resilience
- Industrial transformation

### 5. THE ENERGY TRANSITION

- Renewable energy (solar, biomass, hydro and geothermal)
- Nuclear industry
- EV charging infrastructures (EVCI)
- Energy upgrading



# Our corporate purpose

“Working together to build structures that change the world and which we can be proud of”

**Working together** is our trademark: unity is a cardinal virtue we all share, and our core business synergies are what drive NGE performance.

**Structures that change the world:** the ecological transition depends on new mobility, water management, energy generation and other infrastructures... So the infrastructures we build make a direct contribution to delivering the ecological transition.

**And which we can be proud of:** because these structures will be built by putting people at the heart of all our projects, respecting the environment and making a useful contribution to the regions where these new infrastructures are created.

Every NGE employee puts these words into action every day by embodying our corporate values, mindset and practices. All three guide the choices we make, the projects we work on and the way we build them.

The combination of our CSR policy, its fundamental commitment to ‘Responsible decision-making’ and its 3 priorities – ‘Putting people first’, ‘Accelerating the ecological transition’ and ‘Making a useful contribution to the regions we serve’ – gives us everything we need to respond effectively to societal challenges and change. We remain uncompromisingly determined and ambitious in our commitment to contribute to this changing world. Our ‘New Generations of Committed Entrepreneurs’ policy gives us a framework within which to make our contribution to short-, medium- and long-term value creation.



## EcoVadis

NGE has retained its EcoVadis Gold medal accreditation for CSR commitment and performance since 2021. This puts the Group in the top 5% of the highest rated companies, and in the top 15% of construction companies.



## UN Global Compact

NGE became a signatory of the United Nations Global Compact in 2016, since when it has contributed proactively to achieving the programme goals by implementing its ten fundamental principles.



## New Generations of *COMMITTED* Entrepreneurs



### RESPONSIBLE DECISION-MAKING

- # HANDS-ON MANAGEMENT
- # CORPORATE CULTURE
- # ETHICAL CONDUCT
- # RESPONSIBLE PURCHASING
- # TRUST-BASED CUSTOMER RELATIONSHIPS
- # INNOVATION, RESEARCH & DIGITAL
- # DATA PROTECTION



### PUTTING PEOPLE FIRST

- # HEALTH & SAFETY
- # WORKING CONDITIONS & PERSONAL FULFILMENT
- # DIVERSITY & EQUAL OPPORTUNITIES
- # SKILLS DEVELOPMENT
- # PARTNERS COMMITTED TO GENDER EQUALITY



### ACCELERATING THE ECOLOGICAL TRANSITION

- # CLIMATE
- # NATURAL RESOURCES, WATER & BIODIVERSITY
- # OPERATIONAL REFLEX
- # PARTNERS COMMITTED TO THE PLANET



### MAKING A USEFUL CONTRIBUTION TO THE REGIONS

- # DIALOGUE
- # LOCAL PRESENCE
- # ADAPTABILITY
- # SOLIDARITY



# Responsible decision-making

The New Generations of Entrepreneurs take informed decisions and actions by including **human and environmental factors** when making all our choices.



## # HANDS-ON MANAGEMENT

**Escalating sustainability issues to the highest level of governance**

This means that we apply social, environmental and societal criteria to all our risk analysis and decision-making processes. Our sustainability challenges and CSR policy rollout plans are monitored by dedicated steering committees led by members of our corporate governance team.



## # CORPORATE CULTURE

**Embedding a responsible corporate culture and sharing our values**

We build awareness, train and mobilise people around the challenges of sustainability. We encourage all employees to share best practices and implement them proactively. New employee mentoring and management leadership by example enable us to act in accordance with NGE values and bring our CSR policy to life.



## # ETHICAL CONDUCT

**Acting with integrity and guaranteeing ethical practice at every stage of our projects**

We monitor compliance with the NGE Code of Ethics and best practices by all employees and in the context of our partner relationships. We comply strictly with competition law and conduct third-party assessments. We operate an effective and legally compliant system for protecting whistleblowers.



## # RESPONSIBLE PURCHASING

**Exercising responsibility at every link in our supply chain and encouraging innovation**

Our responsible purchasing policy enables us to maintain win-win relationships with our suppliers and subcontractors. We pay close attention to all human rights risks and take full account of the CSR impacts of supplier and subcontractor products and services. Environmental and social innovations stimulate our collaboration.



## # TRUST-BASED CUSTOMER RELATIONSHIPS

**Addressing local sustainability issues to meet the needs of our customers**

Our long-term customer relationships have their roots in transparency and monitoring of their satisfaction at every stage of the process. We encourage discussion of our shared challenges and customer expectations around reducing environmental impacts. Our advances and innovations allow us to be proactive in responding as closely as possible to their needs.



## # INNOVATION, RESEARCH & DIGITAL

**Developing new construction methods and making it easier to address social responsibility challenges on a day-to-day basis**

We devote a significant proportion of our R&D budget to developing environmental and social innovations. The ideation and experimentation space provided by NGE LAB and its digital expertise helps us to bring forward the innovations needed for sustainable and responsible development.



## # DATA PROTECTION

**Stepping up our vigilance on data protection**

We are responding to the risk of cybercrime with a rigorous policy of data protection. We are also building awareness of this issue and involving all employees in implementing good data protection practices.



# Putting people first

**At NGE, our people are our most valuable resource.** NGE is committed to putting people first in all its projects. This means welcoming everyone, embracing their diversity and unique identity, and ensuring that they can fulfil their full potential, grow as people and feel free to adapt and develop together.



## # HEALTH & SAFETY

**Protecting the health and safety of our employees, partners and users**

At NGE, our people are our most valuable resource. So preventing every type of physical and psychosocial risk is our primary concern. We favour a policy of action-driven management based on the "I take care of myself, take care of those I interact with, and take care of those who will use our finished structures" mindset.

COMMITMENT FOR 2028

**ZERO** SERIOUS OR FATAL ACCIDENTS  
OCCUPATIONAL ACCIDENT FREQUENCY RATE < 8



## # WORKING CONDITIONS AND PERSONAL FULFILMENT

**Providing an attractive and stimulating working environment, cultivating pride and earning commitment**

Doing whatever it takes for our people to do their jobs under optimal conditions is an ongoing priority at every level of our business. At NGE Group, we openly express our gratitude to our employees for the contribution they make individually and collectively. We believe that team commitment and pride are essential to the success of our company project.

COMMITMENT FOR 2028

**70%** OF RESPONDENTS TO OUR QWLC SURVEY AGREEING THAT NGE IS "A REALLY GOOD COMPANY TO WORK FOR"



## # DIVERSITY & EQUAL OPPORTUNITIES

**Valuing and encouraging diversity and inclusion, and delivering our mission to maximise employment integration**

We are an inclusive Group that encourages diversity and equal opportunities in the firm belief that a multiplicity of perspectives and tolerance are drivers of performance. We are determinedly committed to inclusive employment by offering job opportunities and real career prospects to those who need them most.

COMMITMENT FOR 2028

**15%** REPRESENTATION OF **WOMEN** IN THE WORKFORCE

**80%** OF EMPLOYMENT INTEGRATION **CONTRACTS** CONVERTED INTO FIXED-TERM, PERMANENT OR OPEN-ENDED PROJECT-SPECIFIC CONTRACTS\*

\* in France



## # SKILLS DEVELOPMENT

**Supporting career development and transforming our core business skills**

As the world transitions, our core businesses are changing too. Our ability to create value and deliver successful projects depends to a large degree on our adaptability. So we help all our people to play an active role in managing their own careers, building a solid base of key skills and ensuring their career-long employability.

COMMITMENT FOR 2028

• **DEVELOPING THE PLATEFORME GROUP TRAINING SYSTEM** TO FACILITATE CAREER PATHS LEADING TO PROFESSIONAL QUALIFICATIONS AND/OR DEGREES



## # PARTNERS COMMITTED TO CARING FOR PEOPLE

**Taking action alongside our customers, co-contractors, suppliers and subcontractors to ensure respect for human rights and provide decent working conditions**

We take full responsibility for social impacts and human rights at every link in our upstream and downstream value chains. We analyse the risks specific to our purchasing families, share our fundamental values with our partners, and include appropriate criteria in our invitations to tender and supplier approval processes. We work proactively to identify, prevent, mitigate and report any risk or abuse.

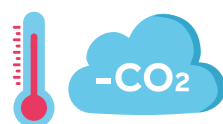
COMMITMENT FOR 2028

• **FURTHER STRENGTHENING OUR MECHANISMS FOR IDENTIFYING AND CONTROLLING EMPLOYMENT-RELATED RISKS AND GUARANTEEING OUR DUTY OF VIGILANCE**



# Accelerating the ecological transition

**Climate change mitigation and adaptation, efficient management of natural resources and conserving water and biodiversity** are all key to ensuring a sustainable future for the world. It is our intention to align our business activities with these environmental challenges. We are committed to transforming the way we build and encouraging more responsible practices. Our environment plan sets clear targets for 2030.



## # CLIMATE

### Decarbonising our activities, phasing out our use of fossil fuels and adapting to climate change

We are responding to the climate change emergency by involving every part of our Group and all its stakeholders in reducing the carbon intensity of our own activities and helping the regions we serve to deliver their own energy transitions. We are increasing those business activities involved in developing low-carbon mobility and delivering the energy transition. We have set a trajectory that seeks to limit global warming to 1.5°C in line with IPCC recommendations. Our targets and decarbonisation strategy are consistent with the methodology used by the Science Based Targets initiative and fully aligned with the public contracting industry carbon reduction trajectory set by the French National Federation of Public Works Contractors (FNTP). We are also taking practical action to reduce our direct emissions and continue to work with our partners on reducing our indirect emissions.

#### COMMITMENT FOR 2030

**275 Kg CO<sub>2</sub> eq / €000 OF AR**  
(FOR SCOPES 1, 2 AND 3 UPSTREAM + PARTIAL DOWNSTREAM\*)

**- 4% PER YEAR**  
FOR SCOPE 1&2 GHG EMISSIONS

\* excluding end of life and the use made of products sold.



## # NATURAL RESOURCES, WATER & BIODIVERSITY

### Conserving natural resources, water and biodiversity, contributing to the circular economy, and protecting and restoring natural habitats

All our design, construction and operation projects include measures to conserve natural resources and promote biodiversity. We are therefore developing solutions for soil artificialisation reversal, decontamination, replanting and materials recovery, not only on our own worksites, but also for all public contracting operators. In this way, we are helping to relieve the pressure on non-renewable resources and promote a local economy built on rational consumption.

#### COMMITMENT FOR 2030

**90%**  
OF **WASTE** RECOVERED  
(ALL STREAMS) FOR RECYCLING

**-10%**  
PER YEAR FOR DRINKING WATER **CONSUMPTION**  
(VS. 2024)



## # OPERATIONAL REFLEX

### Making the environment an operational reflex, and measuring, disseminating and energising our environment policy

We are developing a strong environmental culture to ensure that taking full account of environmental issues becomes a reflex for every Group core business and for everyone in the work they do on a daily basis. Ecological transition training is available to 100% of employees. We continue to develop and implement resources to change business practices, and manage and embed our approach to the environment.

#### COMMITMENT FOR 2030

**100%** OF OUR WORKSITES COMPLY WITH OUR **8 ENVIRONMENTAL ESSENTIALS**

**100%** OF OUR **TENDERS AND PROJECTS** INCLUDE ENVIRONMENTAL ANALYSES



## # PARTNERS COMMITTED TO THE PLANET

### Taking action and driving innovation to protect the environment alongside our customers, co-contractors, suppliers and subcontractors

We embrace the principle of prevention and, as part of our duty of care, are uprating our environmental risk identification processes upstream and downstream of our own activities. We analyse the risks specific to our purchasing families, and share our fundamental analyses with our partners. We include appropriate criteria in our tender invitations and approved supplier selection processes. We see innovation as a powerful lever for greater environmental performance. The quest for low-impact solutions is a major focus of discussion with our customers, suppliers and subcontractors.

#### COMMITMENT FOR 2030

**50%**  
OF THE **R&D BUDGET** DEDICATED TO ENVIRONMENTAL ISSUES

**100%**  
OF OUR SUPPLY AND SUBCONTRACTING **CONTRACTS ABOVE €100K** INCLUDE ENVIRONMENTAL CRITERIA



# Making a useful contribution to the regions

In France and around the world, **NGE builds for and with local communities and their stakeholders.** Firmly rooted in our local communities, we work with them to maintain and develop their socio-economic vitality, and are involved in a wide range of solidarity projects that benefit those local communities. We see this policy as a source of attractiveness and performance.



## # DIALOGUE

Engaging in direct dialogue with users and local communities about the impact of our projects so that we can deliver as closely as possible on their expectations

Through its construction projects, NGE is committed to making a significant contribution to creating a better quality of life that allows local people to travel, live and interact better. To deliver on this commitment, we promote and implement a policy of transparent dialogue with all our stakeholders. We work collaboratively with our partners to build support systems that meet the needs and expectations of the communities affected by our activities.

### COMMITMENT

- **DIALOGUE AND TRANSPARENCY** WITH ALL STAKEHOLDERS AT EVERY STAGE OF THE CONSTRUCTION PROCESS



## # LOCAL PRESENCE

Working with local economic and employment stakeholders

As a major stakeholder in regional development, we see it as our responsibility to contribute to local economic development by supporting local entrepreneurship and making responsible purchases locally whenever possible. Our positive contribution to society also involves building partnerships with local employment agencies to encourage long-term employment and develop local skills.

### COMMITMENT

**x4,4** THE AVERAGE **NGE EMPLOYMENT MULTIPLIER\*** HELPING TO MAINTAIN THE SOCIO-ECONOMIC FOOTPRINT

\* For every 1 of our employees, we support 4.4 other jobs in France

**50%** OF **PURCHASES** MADE FROM SMES TO BOOST LOCAL PURCHASING



## # ADAPTABILITY

Supporting regional transition and resilience

NGE puts its skills, multi-expertise organisational structure and local roots to work in ensuring the resilience of regions by focusing as closely as possible on their individual needs. We are developing our business in ways that support adaptation to climate change through replanting, soil artificialisation reversal and building protection and safety structures. We work alongside our customers to help them deliver their energy, mobility and resource conservation transitions.

### COMMITMENT FOR 2028

**+57%** OF **AR** FROM ACTIVITIES THAT CONTRIBUTE TO ADAPTATION, ENERGY TRANSITION, LOW-CARBON MOBILITY DEVELOPMENT AND RESOURCE CONSERVATION

(Priorities 1, 2, 4 and 5 of the NGE Business Plan)



## # SOLIDARITY

Developing public interest initiatives and making the New Generations Fund accessible to non-profit community projects

NGE maintains a strong culture of solidarity. We are stakeholders in the development of cities, public infrastructures and regions. As a result, we are directly involved in local impact projects and encourage the commitment of our employees to these projects. We support community organisations as part of contributing to community vitality. The New Generations Fund is a corporate philanthropy structure that complements our CSR strategy and allows us to support practical initiatives around education and environmental protection.

### COMMITMENT

- TAKING PART IN **LOCAL COMMUNITY LIFE** AND SUPPORTING **LOCAL IMPACT PROJECTS**
- INCREASING THE VOLUME OF PURCHASES WE MAKE FROM BUSINESSES ACTIVE IN THE **SOCIAL & SOLIDARITY ECONOMY (ESS)**

# New Generations of *COMMITTED* Entrepreneurs



Our CSR commitment posters:



[www.nge.fr](http://www.nge.fr)

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