ESSENTIAL AND FUNDAMENTAL ACTIONS

OCCUPATIONAL HEALTH AND SAFETY

JOINT DECLARATION BY XAVIER HUILLARD, CHAIRMAN AND CHIEF EXECUTIVE OFFICER OF VINCI,
AND THE EUROPEAN WORKS COUNCIL

Occupational health and safety:
Everyone involved,
everyone taking action!

COMMITMENT NO. 5 OF VINCI MANIFESTO. TOGETHER! STRIVE FOR ZERO ACCIDENTS

Joint declaration by Xavier Huillard, Chairman and Chief Executive Officer of VINCI, and the European Works Council.

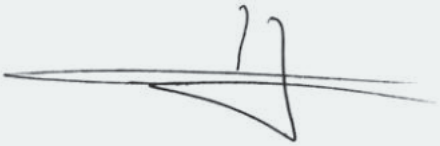
The commitment to the zero accidents objective is central to VINCI Manifesto. This declaration, which has been prepared with the Group's European Works Council, demonstrates our shared determination to achieve that objective.

Its purpose is to provide a reference framework for the essential and fundamental actions to implement, follow-up actions and analyses that must take place within Group companies as regards health and safety and the prevention of occupational risks.

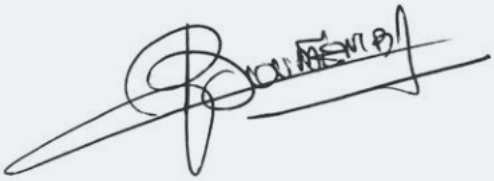
It affirms our shared conviction that progress can only be made with all employees and their representatives involved, through the promotion of our safety culture.

Rueil-Malmaison 1 June 2017

Xavier Huillard,
Chairman and Chief Executive Officer, VINCI



Noureddine Boudjeniba,
Secretary of the European Works Council



EVERYONE INVOLVED, EVERYONE TAKING ACTION

Occupational health and safety is of concern to all employees and all employees must be involved.

Every manager must guarantee the health and safety of the employees for whom he or she is responsible. The Health and Safety network has the expertise to help managers with the steps to be taken.

All employees, regardless of seniority, must take care of their own health and safety as well as taking account of the health and safety of people present in their working environment.

Employees must be familiar with operating procedures and safety regulations and comply with them. Materials and tools must be used as intended, and personal protective equipment must be worn correctly.

Any situation observed by employees that represents an imminent threat to health and safety must immediately be reported to the employer or to a competent superior. Employees must never be criticised for making such reports.

All possible means of mobilising people's skills, motivation and creative potential to improve health and safety and the working environment must be encouraged and exploited so as to promote a shared culture within the Group and as regards outside companies.

Cooperation with staff representatives

The staff representatives of each entity are key stakeholders and must be informed in a transparent way about actions taken to improve working conditions and to prevent accidents and incidents at work and occupational risks. They must also be encouraged to make their own proposals regarding such actions.

Essential and fundamental actions

These actions must be taken at all the Group's sites.

THESE ACTIONS WILL IMPROVE HEALTH AND SAFETY RESULTS
PROVIDED THAT THE REGULATIONS ARE COMPLIED WITH.

Risk analysis

In order to manage occupational health and safety effectively, an analysis of the risks relating to every work situation should be carried out as far in advance as possible, covering the working environment, operating procedures, equipment and materials used, etc.

Personal protective equipment

Every entity shall provide its employees, free of charge, with personal protective equipment suitable for each work situation in accordance with the requirements applicable in the country concerned, and which provides effective protection of their health and safety.

Operating procedures and processes and work organisation

Operating procedures and processes shall include the preventive measures arising from the risk assessment. The Group's entities must organise work in a way that promotes their employees' health and safety.

Safety awareness and training

In order to ensure an adequate level of protection, every entity shall be responsible for raising awareness by informing everyone of the risks associated with their activity and of the measures required to reduce or eliminate such risks.
Employees shall be trained in occupational health and safety during working hours, and given specific instructions and explanations relating to their position or their task.
Particular care shall be taken to ensure that everyone working at the Group's sites has the necessary understanding of safety instructions.

Follow-up actions and analysis

Taking account of everyone on site.

The zero accidents objective applies both to VINCI employees and to temporary and outside personnel, who must benefit from comparable conditions of safety at every site. It follows from this commitment that Group companies shall assist their subcontractors with their own improvement measures.

Developing an occupational health policy.

Every entity shall commit to the continuous improvement of working conditions, including organising work to make it easier and improving the quality of life at work, particularly through the prevention of psychological and social risks.

Monitoring of results and information sharing

To achieve real and sustainable improvements, the results of the actions taken must be measured using relevant indicators. These indicators will be presented and discussed so that the necessary actions to improve the results can be taken.

Every accidents and incidents must be the subject of a methodical and thorough investigation within the company, which will be shared with staff representatives. The identification of unsafe situations and near-miss accidents must be encouraged so as to reduce the number of accidents and incidents and in particular to build an everyday safety culture.

More generally, this declaration is intended to promote the active circulation of information regarding all aspects of occupational health and safety, and to remind everyone of the advantages of sharing best practice and feedback in the drive for continuous improvement.

Implementation of the declaration

In accordance with the Group's decentralised administrative model and in order to adapt the steps taken as closely as possible to local situations, the Health and Safety commitments shall be determined and implemented within each business unit to promote continuous improvement.

Managers will be responsible for the practical implementation of initiatives to promote health and safety by employees in their area.

In accordance with the current VINCI European Works Council agreement, quarterly information will be sent to the Council's office regarding accidents and incidents at work, road accidents and occupational illnesses.

This declaration has been translated into all the languages of the countries with representatives on the European Works Council so that it can be widely distributed within the Group.

Occupational health and safety – let's do it together!

Our intention: to promote a shared occupational health and safety culture.

REAL SUCCESS IS THE SUCCESS YOU SHARE

Edition dated 1 June 2017 - Photo credits: Yves Chanoit - Axel Herse - Stéphanie Jayet - VINCI and subsidiaries photo libraries, DR. - Design: www.gcommeuneidee.com

VINCI
1973, boulevard de La Défense
CS 10268
F–92757 Nanterre Cedex
Tel.: +33 1 57 98 61 00
www.vinci.com