



Rueil Malmaison, 11 June 2009  
Press release

### **VINCI wins human resources award**

VINCI has won the Michael Page and Le Monde 2009 Human Resources Award in recognition of the Group's commitment, creativity and performance in human resource management. The award places VINCI ahead of all other CAC 40 companies.

The jury assessed the Group's quality of human resource management – defined by OECD as “the range of expertise, qualifications, skills and individual characteristics that facilitate the creation of personal, social and economic well-being” – on the basis of policies and initiatives carried out in 2008 in nine main subject areas:

- management of people aged 55 and over;
- handling of equality, parity and diversity;
- recruitment and integration;
- training and skills management;
- management of career development and mobility;
- integration of employees with disabilities;
- performance management;
- health, safety and working conditions;
- respect of individual rights (work/life balance, well-being in the workplace).

Several of VINCI's actions in the field of safety and equal opportunities attracted the jury's attention. One example was the 35% reduction in accident frequency rates after safety training hours had been doubled in five years. VINCI is also applying a proactive policy in favour of diversity: the diversity audit carried out by independent company Vigeo in 40 Group subsidiaries located in 12 countries led to the organisation of 7,750 hours of diversity training and awareness raising of over 1,000 employees. In addition, to carry this audit work forward internally, the Group has created a unit comprising 10 auditors, in charge of monitoring progress.

The jury also appreciated management's involvement and the fit between the Group's human resources policy and its strategy.

Winning the Human Resources Award is part of the strategy contained in VINCI's Manifesto, signed in 2006 by Xavier Huillard, to promote diversity and equal opportunities within the Group.

*“We are very proud to have won the Human Resources Award, which recognises the CAC 40 company with the best human resource management. In VINCI's decentralised world, this success is in fact attributable to the performance of our 2,800 subsidiaries,”* said Erik Leleu, director of human resources, VINCI.

*Press contact: Vanessa Lattès  
Tel: +33 1 47 16 31 82  
vanessa.lattes@vinci.com*