



**PRESS RELEASE**  
Rueil-Malmaison, 26 March 2008

## **VINCI PRESENTS THE RESULTS OF ITS DIVERSITY AUDIT, AN UNPRECEDENTED STEP IN FRANCE**

In the belief that "real success is the success you share", and in line with commitments made in the Manifesto published in 2006, VINCI has had its diversity and equal opportunities policy audited by Vigeo, the leading European ratings agency for corporate social responsibility. The results of this transparent approach provide objective indicators for action to foster diversity and equal opportunities in the company. An unprecedented approach in France!

VINCI, world leader in concessions-construction, is one of France's leading recruiters, aiming to hire 12,000 permanent employees in 2008. By choosing to be the first French company to carry out a diversity audit, VINCI has illustrated its determination to ensure its human resources policy is part of a progress and dialogue-based approach "in full daylight" with all its internal and external stakeholders.

The audit carried out by Vigeo looked at practices in 40 subsidiaries (10 VINCI Energies companies, 9 Eurovia companies, 13 VINCI Construction companies and 6 VINCI Concessions companies), across all the Group divisions and in six countries (France, United Kingdom, Germany, Belgium, Czech Republic, Sweden), in addition to the Head Office. Over 700 people – Group Directors, operational and functional managers, supervisors, blue collar workers, white collar workers and employee representatives – were interviewed as part of the audit.

Each of the four main themes that structure the summary report presented by Vigeo –**gender equality, the place of disabled people, integration of people of immigrant origin and employment of older employees**– was analysed and rated on a scale of 1 to 4.

The audit revealed a true culture of diversity within the Group, but a lack of co-ordination of approaches and considerable disparity in the results.

VINCI, now aware of its weak points and its capacity for progress, has decided to consolidate and multiply the actions and approaches needed. To achieve this, the Group has already identified levers for progress: better dissemination of its Manifesto; establish a clear, understandable and shared policy; make its actions measurable; communicate on its results and redouble its efforts when they fall short. This approach, which mobilises the Group management at all levels, should now enable VINCI to move from a culture of diversity to true equal opportunities management.

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