

VINCI
FOUNDATION
FOR THE
COMMUNITY

2009
Annual report





HELPING

each individual
to feel part of
the community

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“ We are not lowering our guard ”



Our construction and concession businesses take us into the heart of the community and make VINCI a natural partner for organisations engaged in social initiatives. Our goal is to break down the barriers between the economic and social spheres, between the world of business and the non-profit sector, in order to encourage collaboration between them.

By allowing our employees to contribute their know-how to leaders of socially supportive projects working through non-profit structures via the VINCI Foundation for the Community, we hope to develop values of solidarity in the company and encourage civic engagement on the part of each of our employees.

Rather than blunting the force of our commitment, the crisis we experienced in 2009 has strengthened our determination to make a contribution: the numbers of VINCI employees acting as sponsors for new projects have risen by 25% compared to 2008.

Since its creation, the Foundation has supported 749 projects with the help of 890 sponsors and €12.5 million in grants. We are not lowering our guard in 2010 – indeed we are doing as much as we can to strengthen our role as partner to the community over the long term.

We hope that by developing this link between worlds that social segregation too easily drives apart, we will be able to contribute to greater solidarity and citizenship, in partnership with the people engaged in fighting all forms of exclusion.

Xavier Huillard
Chairman of the VINCI Foundation

FIVE PRINCIPLES FOR ACTION

2009

Drawing on its seven years of experience, the VINCI Foundation today relies on five basic principles that allow it to act effectively over the long term to the benefit of the most disadvantaged social groups.

1

Taking action against all forms of exclusion

The VINCI Foundation acts as **a link between the expertise** of a large Group active throughout the world and social organisations. We support in preference social integration enterprises and small non-profit organisations, particularly those that promote **access to employment** for the people most excluded from the labour market, and initiatives that help **build better communities**. In this way, the Foundation confirms the priority placed on combating all forms of exclusion, with the aim of helping every human being to find dignity, and a place and a role to play in our society.

2

Close relations for effective action

As a framework for employees' civic engagement, the Foundation acts as **a partner to the community**, in the primary meaning of the word, i.e. a community of men and women who work together while retaining their autonomy and in which each person gains a greater sense of solidarity. It therefore supports projects in places where the Group has operations, so as to ground its action in the engagement of VINCI employees in their particular region.



3

Lasting commitment

The VINCI Foundation supports projects over the long term, by systematically **providing financial support for investment** in projects and facilitating transfer of the **expertise of Group employees**. Each project assisted is supported by one or more VINCI employees, who provide advice, guidance, training or job opportunities – the possibilities are endless.

4

Encouraging social innovation

By helping establish operational links between social organisations and Group employees, the VINCI Foundation offers a framework for employees' civic engagement. By doing this, it aims to support the emergence of **innovative strategies** aimed at fighting all forms of exclusion. To this end, it seeks out **best practices** in the field of project sponsorship.

5

Creating tools for greater effectiveness

The Foundation provides a tool box to help sponsors play their role effectively. Furthermore, each project supported is assessed **with the aim of evaluating the utility and relevance** of each action, but also of measuring the progress resulting from the partnership.

PERFORMANCE INDICATORS



2009

Since 2002:

749 projects supported

€12.5 million in grants

€16,600 per project on average

In 2009:

120 projects supported

192 sponsors, 50% of projects co-sponsored

71% of projects selected were put forward by Group employees

€2,050,700: total amount of grants made

€17,100 per project supported on average

13 projects already supported by Nadace VINCI, the VINCI Foundation's "sister foundation" in the Czech Republic, including seven in 2009



France	110		Rest of Europe	8		Asia	2
Alsace	2	Languedoc-Roussillon	2	Germany	3	Cambodia	1
Aquitaine	6	Limousin	2	Belgium	2	Malaysia	1
Auvergne	1	Lorraine	4	United Kingdom	3		
Basse-Normandie	4	Midi-Pyrénées	4			Nadace VINCI	
Centre	7	Nord-Pas-de-Calais	4			Czech Republic	7
Champagne-Ardenne	1	Pays de la Loire	7				
Corsica	1	Picardie	3				
Franche-Comté	2	Poitou-Charentes	3				
Haute-Normandie	1	Provence-Alpes-Côte d'Azur	13				
Paris region	29	Rhône-Alpes	14				

as % 2008 2009

as % ■ 2008 ■ 2009

HIGHLIGHTS



2009

The Foundation, a link between the different Group companies

The VINCI Foundation is playing a growing role in fostering human cohesion in the Group: this is why in 2009, it increased the number of projects calling on the complementary viewpoints of several VINCI employees, to the greater benefit of vulnerable people. Almost half of the projects selected in 2009 were supported by two to four sponsors.

Greater internationalisation

After supporting creation of the Sogea-Satom Initiatives for Africa (ISSA) in 2007 and the creation of the “sister foundation” Nadace VINCI in the Czech Republic in 2008, a local foundation is currently being set up in Germany.





Grounded in the Group's day-to-day operations

■ In liaison with the regions

The Foundation is enhancing its footprint at the core of the Group's operations. It reinforced its grounding in the different French regions through two regional meetings dedicated to the Foundation. These events allowed sponsors in Aquitaine, and subsequently in western France, to meet up with their colleagues and social-integration experts, around the theme of citizenship.

The "Foundation morning meetings" are confirming this presence by bringing together the Foundation and sponsors in a given region four to five times a year. The first such morning meeting was held in Bordeaux on 1 December.

■ In liaison with the business lines

With its Subcontractors Directory, the Foundation encourages VINCI employees to take their civic action even further by awarding work to structures dedicated to promoting access to employment for the most socially excluded and disabled people. This directory is available on the Foundation's intranet site, coupled with a search engine.

■ In liaison with the teams

With its "social phone number", it facilitates social support for people made vulnerable by negative life events and encourages recruitment in VINCI teams of people having completed integration-track programmes.



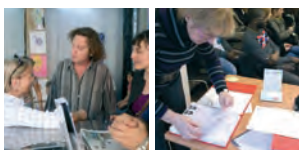
Aquitaine regional meeting (Bordeaux, April 2009)

New tools to enhance effectiveness

■ **To help** VINCI employees be more effective in their role as sponsor, a tool box has been designed. It brings together all the information the sponsors need to carry out their mission, thereby guaranteeing the Foundation's relevance and effectiveness in the service of the most vulnerable people.

A "practical instructions guide" and a glossary allow a better understanding of this new context.

■ **Likewise**, a new monitoring and assessment system enables the Foundation to improve its practices and share the lessons learned within the sponsors' network. This approach allows the Foundation to continue enhancing the impact of its work with community and social organisations.



Numerous partnerships

■ With engineering schools

To involve students as early as possible in citizenship initiatives, the Foundation develops partnerships linked to its activities with the specialised engineering and public works schools in Paris (ESTP), the social entrepreneurship chair at Essec in Paris, and the Saint-Etienne engineering school (Enise).



■ With Reporters d'Espoirs

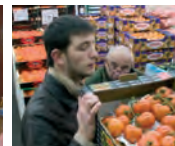
Convinced that constructive information helps disseminate best practices in the area of citizenship, the Foundation has established a partnership with Reporters d'Espoirs and makes reports on its different partnerships available to this French "constructive news" agency.



■ With the *Louez solidaire* (socially supportive rentals) programme with the Paris City Hall

Under this programme, the Foundation supports non-profit organisation *Unis-Cité* volunteers in identifying vacant housing in Paris, which is made available to families in need of decent housing by the non-profit organisation *Aurore*. An audit is carried out by ESTP students working with a VINCI sponsor before the families move in.

The volunteers raise the beneficiary families' awareness of eco-responsible housing practices with communication help from a VINCI sponsor.





■ INTEGRATION THROUGH EMPLOYMENT ■ TRAINING AND QUALIFICATION ■ ROAD BACK



Promoting access to employment

Without a job, it's difficult to find your place in society. The Foundation supports organisations that help the return to employment of people whose life circumstances have distanced them from the world of work. It also supports training organisations for young people without qualifications and for people who have a poor grasp of the French language. Lastly, it supports non-profit organisations that give access to mobility, which is crucial for finding work.

TO EMPLOYMENT

Integration through employment



“ There are 2.6 million jobseekers in France, and the structures involved in fostering integration through employment play a crucial role in helping them find a job. In parallel, the environmental crisis is forcing them to adapt their offering to changing consumer expectations.

The *Réseau Cocagne*, created in 1999, oversees 104 organic market gardens whose aim is to foster social and work integration. Every year, these gardens help 3,500 people to take their first steps towards employment. They work for one to two years producing boxes of organically grown vegetables that are then sold to consumers who are members of the network. The youngest people are helped to construct an individual professional plan with the aim of achieving independence. Thanks to personalised follow-up, a third of the organisation’s beneficiaries move back into employment, while a quarter of them enrol in training programmes allowing them to gain a qualification. For older beneficiaries, our goal is to improve their quality of life and guarantee secure access to housing. Confronted with a huge problem and a very large group of would-be beneficiaries, the *Réseau Cocagne* calls on the support of many public and private partners. ”

Jean-Guy Henckel - National director of Réseau Cocagne

Interviewed by Andrea Paracchini/Reporters d’Espoirs News agency

Aspire

Pays de la Loire

- In La Roche-sur-Yon, the non-profit organisation *Aspire* has, since 2005, been helping women move back into employment by providing a range of services to private clients.
- This social integration enterprise offers a complete range of cleaning and ironing services. The employees acquire work experience while also benefitting from personalised support (training, hygiene and safety-awareness and first-aid workshops, etc.).
- In 2008, five people found a permanent job after completing their programme of support with *Aspire*. The structure also invested in new premises in 2008 with the aim of improving facilities for its employees and continuing to develop its activity under the best possible conditions.

FOUNDATION SUPPORT

- €22,000 to co-finance work aimed at fitting out the new premises.
- **Jérémie Petit**, business unit manager, Sdel Océane (**VINCI Energies**) in Fontenay-le-Comte, regularly advises the organisation on its development and the management monitoring tools to put in place. He also gives *Aspire* access to his network of contacts to obtain new private clients.



“ This experience introduced me to new issues and put me in contact with circles that are different from those I typically frequent. Sponsoring this project allowed me to gain a very close understanding of a social integration enterprise. As an individual, it helps you organise yourself better and take a bolder approach. ”

Jérémie Petit

Alsace



■ Humanis

Integration and humanitarian action
(Bas-Rhin – Strasbourg)

Social integration workshop: a range of services for humanitarian organisations (storage, logistical services, administration, project organisation).

Sponsorship: €20,000.

Pierre Schlienger, director of Urban (VINCI Construction) in Strasbourg, carries out technical audits in the new building and **Nathalie Dolata**, HRD, VINCI Construction France Est, offers work placements and carries out workplace assessments.

Aquitaine



■ Esat La Paillerie (Adapei de la Gironde)

Traceability in the laundry
(Gironde – Bruges)

Sheltered workshop: laundry, green spaces, handling/packaging.

Sponsorship: €5,000.

Raphaël Martin, ASF assistant district head, Coutras (VINCI Autoroutes), and **Fabienne Escudier**, secretary, award subcontracting work and offer safety advice.

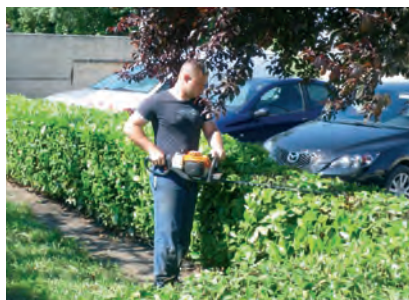
■ Arcins Entreprise

Integration through green spaces
(Gironde – Bègles)

Social integration enterprise: upkeep and development of green spaces.

Sponsorship: €16,000.

Hayri Temur, sector head with Moter (Eurovia) in Mérignac, and **Christophe Laugier**, then regional director with Delair CFD (VINCI Construction) in Bordeaux, contribute technical expertise for fitting out premises and award subcontracting agreements on green space projects.



■ La Tresse

Recycling clothes
(Dordogne – Neuville-sur-l'Isle)

Social integration enterprise: textile sorting and recycling.

Sponsorship: €20,000.

Isabelle Monestier, ASF district head, Coutras (VINCI Autoroutes) and **Fabienne Escudier**, secretary, offer safety advice and supply equipment and clothing.

Auvergne



■ Idée Travaux

Building and environment
(Haute-Loire – Brioude)

Social integration enterprise: construction interior works, environment (green spaces, forestry work), cleaning.

Sponsorship: €15,000.

Marc Bertoletto, works director with Sobeau Auvergne (VINCI Construction) in Clermont-Ferrand, delivers presentations on jobs in the construction industry, offers advice on project monitoring and awards subcontracting work.

Basse-Normandie



■ Domaine de Beauregard

Rebuilding a castle, rebuilding your life
(Calvados – Hérouville-Saint-Clair)

Social integration workshop: renovation of a heritage building.

Sponsorship: €5,000.

Thierry Tobie, business unit manager, Garczynski Traploir Calvados (VINCI Energies) in Ifs, and his administrative manager, **Stéphane Loinard**, organise worksite visits, provide technical support and award subcontracting work.

■ Sinéo Cherbourg (Lav Autos Bio)

Ecological carwash
(Manche – Cherbourg)

Social integration enterprise: ecological cleaning of vehicles by hand, without water.

Sponsorship: €12,000.

Pascal Mahé, business unit manager, Axians (VINCI Energies), and **Ludovic Martin**, deputy managing director, Salvarem (VINCI Construction) in Beaumont-Hague, support commercial development and organisation of a network of employers for people having completed the integration track.

Centre



■ Environnement 41

Green and natural spaces
(Loir-et-Cher – Blois)

Social integration enterprise: upkeep of natural spaces and creation of green spaces.

Sponsorship: €20,000.

William Bontemps, a Cofiroute (VINCI Autoroutes) employee, and **David Chauvet**, works engineer with Eurovia in Blois, advise the structure, award subcontracting work and offer work placements.

■ Décllic

Ecological mulching of flower and shrub beds
(Indre-et-Loire – Joué-lès-Tours)

Social integration enterprise: upkeep and maintenance of green spaces using environment-friendly techniques, landscaping stone-work.

Sponsorship: €14,000.

Tanguy Le Blay, head of the Eurovia Joué-lès-Tours agency, presents construction jobs and worksites, offers safety advice and publicises *Décllic* with his network of contacts.



■ SNR 41

Making worksites safer
(Loir-et-Cher – Blois)

Social integration enterprise: comprehensive range of services involving cleaning and recycling (in polluted, difficult-to-access sites in particular).

Sponsorship: €11,500.

Didier Lacroix, head of the Cofiroute operations centre (VINCI Autoroutes) in Blois, awards subcontracting work and offers safety advice.

Corsica



■ A Terra Verde

Organic market gardening in Corsica
(Haute-Corse – Prunelli-di-Fiumorbo)

Social integration workshop: organic market gardening.

Sponsorship: €17,400.

Bernard Boulet, then business unit manager, Santerne (VINCI Energies) in Bastia, and **Delphine Peltier**, administrative manager, support development of the activity: equipment advice, design of an IT reporting tool, accident prevention/safety advice. They also help the organisation broaden its network of partner companies and will assist people who have completed the integration track (advice on writing CVs and mock job interviews).



GEIQ BTP Orne

Basse-Normandie

- The first construction and public works employer group (GEIQ) created in Basse-Normandie, the *GEIQ BTP Orne* responds to the very real recruitment difficulties of local construction companies in a region where many young workers move to larger towns and cities.
- The employer group consists of 25 member companies keen to employ young people from 17 to 30 without professional qualifications. They are offered a work-study programme combining training and work experience in companies. The young people are monitored throughout the training period to give them the best possible preparation for work integration.

FOUNDATION SUPPORT

- €15,000 to buy a car, a fully equipped computer and office furniture.
- **Laurent Bioteau**, head of the **Eurovia** agency in Alençon, has taken on two young people since September 2009. Eurovia is also a member of the GEIQ.



“Sponsoring lets you get closer to the human reality and presents a different facet of a large group. It’s very important to take an interest in

other people. This work with social integration enterprises is vital – it makes for effective distribution of tasks.”

Laurent Bioteau

Franche-Comté



■ Groupe Indibat

A springboard for employment
(Doubs – École-Valentin)

Non-profit organisation: management of four complementary back-to-work programmes in the construction and public works industry (GEIQ, GE, ETTI, ETTS).

Sponsorship: €20,000.

Dominique Viprey, business unit manager, Coteb Codiel (**VINCI Energies**) in Thise, and **Martial Francoz**, regional director, **VINCI Construction** France, in Franche-Comté, support development of the structure.

■ Les Jardins d'idées

Market gardening and integration
(Doubs – Valentigney)

Social integration workshop: organic market gardening.

Sponsorship: €20,000.

Valérie Roussy, management assistant with Campenon Bernard (**VINCI Construction**) in Etupes, and **Thierry Cavet**, agency head, assist in developing the structure and offer work placements and subcontracting work.

Paris region



■ Andes

Fresh produce for food aid
(Paris)

Social integration workshop: recovery and processing of fruit and vegetables to facilitate access to fresh produce for all.

Sponsorship: €23,000.

Vincent Lartigau, business unit manager, Opteor Solutec (**VINCI Energies**), supports employees on integration schemes (mock job interviews, network of contacts). **Pascal Coueste**, project manager with the same company and specialist in electricity, assists with setting up the food processing unit.



■ Bativie

Social integration enterprise in Yvelines
(Yvelines – Chanteloup-les-Vignes)

Social integration enterprise: construction interior works and worksite cleaning.

Sponsorship: €17,000.

Henry Neuville, director of the Rehabilitation agency with GTM Bâtiment (**VINCI Construction**), and **Sophie Bonnaure**, then HRD, GTM Bâtiment, support the creation and development of **Bativie** (training, subcontracting, hiring of young people, etc.).



■ Essor

Modernise for even better support
(Hauts-de-Seine – Nanterre)

Non-profit work integration structure: construction interior works, cleaning, restoration, handling.

Sponsorship: €12,000.

Philippe Touyarot, deputy managing director of **VINCI Energies**, introduces **Essor** to the Group's business units, helps the organisation find new premises and publicises its needs for expertise among Group employees.

▪ Extramuros

Recover, create, integrate
(Hauts-de-Seine – Clichy)

Social integration enterprise: recovery of materials to create useful and decorative objects.

Sponsorship: €20,000.

Laurent Fajnholc, head of the prevention department with Sicra (**VINCI Construction**), provides advice on recovering wood and on workshop organisation and safety.

▪ Farinez'vous

An unusual bakery
(Paris)

Social integration enterprise: traditional bakery.

Sponsorship: €20,000.

Amine Sallak, project manager with Sdel GPI (**VINCI Energies**) in Suresnes, and **Clara Lorinquer**, sustainable development adviser for **VINCI** in Rueil, advise on energy savings, safety and sustainable development communication.



▪ Halage

Urban ecology
(Seine-Saint-Denis – L'Île-Saint-Denis)

Social integration workshop: upkeep of green and natural spaces using environment-friendly techniques.

Sponsorship: €20,000.

Julie Bertin-Lacaze, prevention advisor with **VINCI Construction France**, advises *Halage* in the fields of safety and accident prevention.



▪ Handea

Providing services to business
(Yvelines – Voisins-le-Bretonneux)

Sheltered workshop: provides services to business (administrative, IT, mail, logistics, general services), fabrication of stationery items using recycled paper.

Sponsorship: €14,000.

Philippe Duchampt, director of general services for **VINCI** in Rueil, helps *Handea* with commercial development and gives it the benefit of his network of professional contacts.

▪ La Compagnie du commerce équitable

A logistics platform
(Paris)

Social integration enterprise: platform for marketing fair trade products.

Sponsorship: €15,000.

Marc Jakubowski, deputy to the director of purchasing coordination for **VINCI** at Rueil, advises the structure on purchase of goods and services for the platform and puts it in contact with a logistics expert in the Group.

▪ Les Ailes de la ville

Collector planes
(Seine-Saint-Denis – Le Bourget)

Social integration workshop: renovation of collector planes in the Musée de l'Air et de l'Espace collection, construction of ULM aircraft.

Sponsorship: €20,000.

Clara Lorinquer, sustainable development adviser, and **Béatrice Bardini**, HR communication manager for **VINCI** in Rueil, help trainees discover the world of work (mock interviews, visits to worksites, etc.).



▪ Les Ateliers Cité-Jardins (Apei Suresnes-Puteaux)

Opening of an industrial laundry
(Ile-de-France – Suresnes)

Sheltered workshop: upkeep of green spaces, laundry, ironing, packaging.

Sponsorship: €17,000.

Élodie Roumelian, human resources officer with GTM Bâtiment (**VINCI Construction**) in Nanterre, is keen to award subcontracting work to the sheltered workshop (laundrying work garments for her company).

Cécile Jolivet, special adviser with the Business Development department at **VINCI Construction** France in Nanterre, will be advising the structure on new fitting-out work and on its development prospects.

▪ Infobat

Prevention and building
(Hauts-de-Seine – Montrouge)

Social integration enterprise:
construction interior works.

Sponsorship: €13,500.

Pascal Roux, QSE manager with Campenon Bernard Construction (**VINCI Construction**) in Vélizy, is keen to award subcontracting work to the structure and offers technical advice on regulatory matters and safety.

▪ Taf et Maffé

Social integration caterer
(Seine-Saint-Denis – Aubervilliers)

Social integration workshop: contract catering in foyers for immigrant workers.

Sponsorship: €11,000.

Christophe Gonthier-Maurin and **Malika Sefiane**, both employed by VINCI Park (**VINCI Concessions**) in Saint-Denis, advise *Taf et Maffé* on cash inflow methods (means of payment, accounting, etc.).



▪ Médiation Conseil

Mosaics in lobbies
(Paris)

Social integration workshop: renovation of building lobbies, decoration using mosaics.

Sponsorship: €20,000.

Ludovic Lopes, works engineer with Bateg (**VINCI Construction**), who took over as sponsor from **Laurent Querelle**, facilitates recruitment of workers by Bateg subcontractors.

▪ Les Restaurants du Cœur 94

Meals and integration
(Val-de-Marne – Vitry-sur-Seine)

Non-profit organisation: distribution of meals and social integration workshop in logistics.

Sponsorship: €10,000.

Laurent Querelle, director of the Rehabilitation department with Bateg (**VINCI Construction**) in Vélizy, carries out technical audits of the organisation's new warehouses and puts it in contact with the Paris region construction and public works GEIQ (employer group).



La Petite Reine

Paris region

- Created in 2001, *La Petite Reine* aims to develop ecological transport in towns and cities. This innovative concept uses electrically assisted “cargo cycles” to transport equipment in an environment-friendly way: short-distance express parcel post, neighbourhood deliveries, inter-site shuttles for businesses.
- This social integration enterprise takes on a certain number of people with no experience of work. Many of them are young and the structure also offers them individualised support and logistics training.
- *La Petite Reine* is now thinking of starting up two new sites in Paris. The goal is to develop its delivery network but also to increase the number of integration-track jobs.

FOUNDATION SUPPORT

- €26,500 to buy five cargo cycles.
- **Antoine Broto**, project manager with **VINCI Concessions** in Rueil, helps with organisation of the team and the project, monitoring of works and drafting responses to calls for tender. **Mathilde Bullier-Semezis**, communication manager with **VINCI Energies**, offers advice on drafting the communication plan and promotional brochures. **Vincent Piron**, director of strategy and investments at **VINCI Concessions**, contributes various skills to help develop *La Petite Reine*’s sales arguments in terms of urban development and sustainable development.



“When I arrived at VINCI Concessions, I put my name down for the Foundation’s skills base. Subsequently, the co-sponsoring

aspect worked very well. It’s a win-win system, very rewarding for the sponsor, and it brings a great deal to the structure being supported.”

Antoine Broto

Quanta

Nord-Pas-de-Calais

- Help the general public discover the richness of diversity in all its forms – this is the goal of non-profit organisation *Quanta*, active in Villeneuve d'Ascq since 1992. The organisation is a theatre school for all and also runs a catering activity (traditional restaurant) as a sheltered workshop. It gives some 22 people suffering from autistic or psychotic disorders the chance to receive training and acquire a degree of independence working as waiters or in the restaurant kitchens. An original feature of the project is that each disabled worker devotes one-third of his time to an artistic activity.
- With the aim of guaranteeing financial equilibrium, the organisation was keen to diversify the base of activities proposed to the general public: a seminar room has been fitted out to host groups. This is also a new way of forging links between “ordinary” and disabled people.

FOUNDATION SUPPORT

- €15,000 to purchase new equipment for the seminar room and replace equipment in the restaurant kitchens.
- **Lise Delmaët**, human resources officer with **Eurovia** Management in Lille, **Audrey Tomera**, human resources manager with **VINCI Energies** Nord, and **Delphine Halle**, communication officer with **VINCI Construction** France Nord, assist with development of the seminar activity by promoting this service in their business units, offer advice on recruitment of trainees and advise the organisation on its communication strategy.



“ You can’t help being touched by this place, with its unique setting and team. It helps change your own attitude to disability and put your

own everyday difficulties into perspective. I am very happy to be able to introduce this structure to Group employees and to bring as many people as possible here for internal seminars, for instance. It is also an opportunity to put the Group’s societal commitments into practice! ”

Lise Delmaët

Midi-Pyrénées



■ EFI Bâtiment

Construction framework in Ariège
(Ariège – Aleu)

Social integration enterprise:
construction framework.

Sponsorship: €26,000.

Pascal Almeida, profit centre director with Martuchou (**VINCI Construction**) in Perles-et-Castelet, and **Nicolas Le Coguiç**, profit centre director with Correa (**VINCI Construction**) in Pamiers, award subcontracting work and offer advice in management, strategic organisation and drafting of quotes.



■ Alice 09

Integration and environment
(Ariège – Le Mas d'Azil)

Social integration workshop: upkeep of green and natural spaces (hiking paths, riverbanks, etc.), minor carpentry work.

Sponsorship: €20,000.

Jean-Claude Muller, business unit manager, Gabarre (**VINCI Energies**) in Castelnau-Durban, and **Ahmed El Amri**, Rescanières agency head (**Eurovia**) in Roumengoux, will be supporting the organisation's activity: subcontracting small-scale projects, donating equipment, advice on safety (Vigiroute®), helping find work for people having completed their integration track.

Nord - Pas-de-Calais



■ Trait d'union

Working for integration
(Nord – Hazebrouck)

Social integration workshop: recovery and processing of wooden pallets to produce kindling wood and wooden game boards, upkeep of green spaces, building.

Sponsorship: €20,000.

Jean-Stéphane Isenbrandt, operations manager with Sogea Environnement (**VINCI Construction**) in Hazebrouck, organises company visits and offers work placements and upkeep and maintenance work.

Pays de la Loire



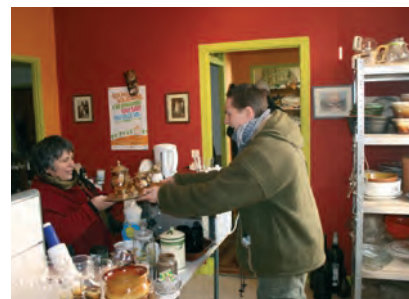
■ L'Atelier du Retz Emploi

Resource centre
(Loire-Atlantique – Sainte-Pazanne)

Social integration enterprise: collection and sorting of objects and clothing for resale at low prices.

Sponsorship: €20,000.

Abdenour Djadour, director of the **Eurovia** agency in Nantes, advises the structure on developing its activity and acts as contact person for possible work placements and jobs.



Picardie



■ Un Château pour l'emploi

Working with old stones
(Aisne – Coucy-le-Château)

Social integration workshop: restoration of heritage buildings classified as Historic Monuments, construction interior works, upkeep of green spaces, sewing.

Sponsorship: €28,000.

Philippe Begou, then director of Barriquand (**VINCI Construction**) in Compiègne, **Philippe Bouteiller**, director of Cagna (**VINCI Energies**) in Compiègne, and **Éric Dhoyer**, director of the **Eurovia** agency in Beauvais, present the different types of jobs available in the Group and provide opportunities for people to move into employment (work placements, workplace assessments, subcontracting work).



■ La Recyclerie du Pays-de-Bray

Jobs and ecology
(Oise – Lachapelle-aux-Pots)

Social integration workshop: recycling workshop.

Sponsorship: €25,000.

Jean-Louis Aubry, director of development for Sogea Picardie (**VINCI Construction**) in Beauvais, and **Hugues du Peloux**, human resources officer for Sogea Picardie in Compiègne, provide advice on developing the activity and award subcontracting work to the organisation.



■ Habitat Service Plus

Interior works
(Oise – Beauvais)

Social integration enterprise: cleaning and construction interior works.

Sponsorship: €15,000.

François Ruault, operations director with Sogea Picardie (**VINCI Construction**) in Beauvais, is developing a partnership with the structure in the framework of social integration clauses in responses to calls for tender.

Poitou-Charentes



■ Resto Clou

Meet you in The Square
(Deux-Sèvres – Niort)

Social integration enterprise: restaurant offering traditional cuisine.

Sponsorship: €20,000.

Thierry Poirier, business unit manager, Ancelin (**VINCI Energies**) in Vivonne, **Nathalie Gouban**, manager of commercial installations for ASF (**VINCI Autoroutes**) in Niort, **Sylvie d'Azémar**, customer service and commercial manager in the same entity, and **Laurent Celerier**, head of the **Eurovia** agency in Poitiers, advise the structure in the start-up phase on recruitment, commercial development, management and communication.



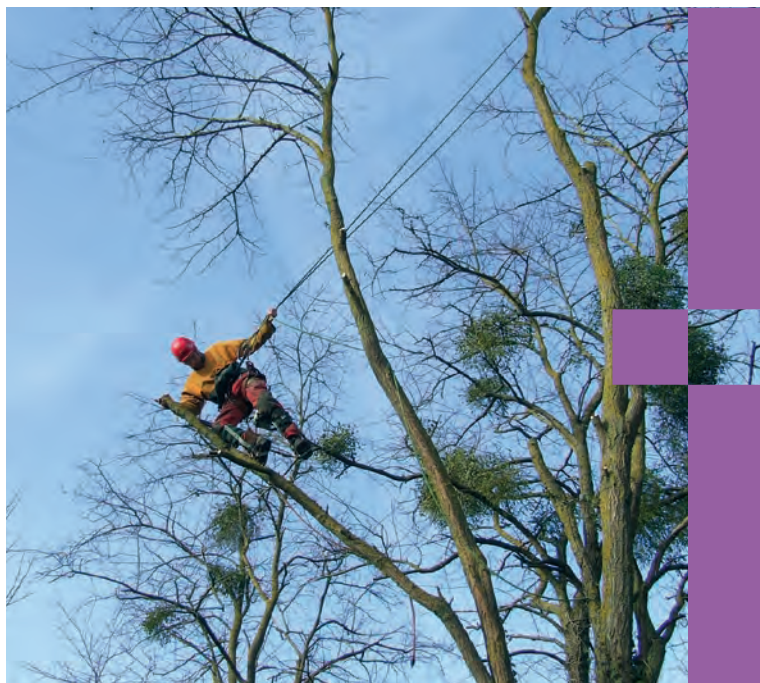
Arbre Anjou

Pays de la Loire

- *Arbre Anjou* is a social integration enterprise that carries out pruning work, upkeep of green spaces, forestry work and production of wood for heating. It works in partnership with Cofiroute (**VINCI Autoroutes**), which awards it many subcontracting projects.
- The organisation has 10 employees, five of whom are on integration-track programmes. Every year on average, two people leave the organisation for a stable job in horticulture, viticulture or market gardening.
- In 2009, *Arbre Anjou* laid particular emphasis on safety and its employees were given special training on this theme. The organisation was also keen to replace the protective work clothing and equipment of its workers.

FOUNDATION SUPPORT

- €15,000 for new machines (rotavators and crushers) and safety equipment.
- **Sophie Bernard**, head of the Cofiroute (**VINCI Autoroutes**) centre in Ancenis, has been supporting *Arbre Anjou* since 2008. She has awarded many subcontracting agreements to the organisation's teams, who have also participated in Cofiroute's 15-minute safety briefings.



“ My family has a real culture of solidarity. When the Foundation contacted me, I saw this sponsoring initiative as a really obvious

thing to do. Social integration is an essential link in the chain. We have forged a link – a genuine relationship of trust – with the organisation. It's an experience that teaches you humility. ”

Sophie Bernard

■ Era

Upkeep and protection of the environment
(Alpes-de-Haute-Provence – Forcalquier)

Social integration workshop: upkeep and development of nature heritage sites.

Sponsorship: €16,000.

Olivier Bline, chief works engineer with Chaillan TP (**VINCI Construction**) in Manosque, offers technical and accident prevention/safety advice and helps *Era* broaden its network of potential employers.



■ Apreca

Jobs and mosaics
(Vaucluse – Avignon)

Social integration workshop: creation of mosaics on floors and walls of lobbies in buildings, traditional paving, painted frescos, bas-reliefs.

Sponsorship: €15,000.

Frédéric Gueguen, director of HR development with ASF (**VINCI Autoroutes**), and **Stéphanie Chavane**, HR adviser, make their network of contacts available for the work integration of *Apreca's* employees.

■ Semailles

Fleurs de Cocagne
(Vaucluse – Avignon)

Social integration workshop: organic production of flowers, floral arrangement and distribution of bouquets.

Sponsorship: €28,000.

Alain Mialhe, financial department of ASF (**VINCI Autoroutes**) in Vedène, supports the development of *Semailles* (network of contacts, jobs, promotion, etc.). **Stéphane Ageron**, business unit manager, Giorgi (**VINCI Energies**), offers advice on electrical installations and participates in the Business Club set up by the organisation's partners.



Rhône-Alpes



■ Actiform

Les Jardins de Valériane
(Loire – Saint-Étienne)

Social integration workshop: organic market gardening and sale of fruit and vegetable boxes.

Sponsorship: €25,000.

Patrick de Sanctis, business unit manager, Santerne (**VINCI Energies**) in Saint-Étienne, and **Alain di Lorenzo**, head of the Sogea Loire agency (**VINCI Construction**) in La Talaudière, advise *Actiform* on construction of the new building, support the structure's activity and organise company visits for its integration-track employees.

■ Esat du Haut-Vivaraïs (Adapei 07)

A new laundry activity
(Ardèche – Annonay)

Sheltered workshop: production and marketing of "surprise" gift packs, catering, upkeep of green spaces, packaging, laundry.

Sponsorship: €20,500 to purchase an industrial washing machine and spin-dryer to open the laundry service.

Philippe Escaron, manager of Chabanel (**VINCI Construction**) in Annonay, is helping the organisation launch its new laundry activity (promoting it with local VINCI business units and companies outside the Group).

■ Bio Solidaire Senillé

A new organic market gardening initiative in the Châtelleraudais area (Vienne – Senillé)

Social integration workshop: organic market gardening and sale of fruit and vegetable boxes.

Sponsorship: €16,000.

Dominique Dugard, administrative employee, and **Bertrand Croc**, roads operative, at the Cofiroute operations centre in Châtellerault (VINCI Autoroutes), provide advice (planning of crops and equipment, communication tools), loan installation equipment and raise Cofiroute employees' awareness of the structure's activity.



Provence-Alpes-Côte d'Azur



■ Arfade

Building wooden boats
(Bouches-du-Rhône – Marseilles)

Social integration workshop: construction and repair of traditional boats.

Sponsorship: €12,000.

Jean-Marie Sibille, quality/safety officer with VINCI Construction France in Marseilles, and **Jean-François Sammarcelli**, prevention training officer with Cesame, VINCI Construction France in Nanterre, advise Arfade on fitting out the new site, make equipment available and support work integration of the young people.



■ Acta Vista

Historic monuments and environmental conservation

(Bouches-du-Rhône – Marseilles)

Social integration workshop: rehabilitation of heritage buildings and historic monuments, upkeep and development of natural spaces.

Sponsorship: €10,000.

Jean-Yves Vatinel, centre manager with VINCI Park (VINCI Concessions) in Marseilles, and **Patrick Villecroze**, works engineer with Eurovia in Marseilles, are keen to award subcontracting projects and help the organisation develop its different activities.

■ Alphanu 13

Aluminium trades

(Bouches-du-Rhône – Marseilles)

Social integration enterprise: manufacture and installation of all types of gates and shutters, cutting and shaping of sheet metal.

Sponsorship: €15,000.

Laurent Rassant, centre head with Les Travaux du Midi (VINCI Construction) in Marseilles, awards subcontracting work and helps the organisation find new customers.



■ Atelier SIIS

Ecological carwash
(Isère – Seyssinet)

Social integration enterprise: industrial subcontracting, packaging and a new car-washing activity without water, using ecological products.

Sponsorship: €15,000.

Antoine Francis, regional director with **VINCI Construction France Rhône-Alpes Sud**, helps the structure find new customers and liaises with VINCI Park to make parking places available.



■ Geth

Bridges towards employment
(Isère – Voiron)

Employer Group: placing and supporting disabled people in the work environment.

Sponsorship: €15,000.

Philippe Baussand, business unit manager, Sdel Grenoble Energies (**VINCI Energies**) in Seyssins, introduces the structure to other Group business units.

■ Oasis

Eco-building with the Enise engineering school
(Loire – Saint-Just-Saint-Rambert)

Social integration workshop: organic market gardening, eco-building with the Enise engineering school.

Sponsorship: €28,500.

Ludovic Demierre, human resources director, and **Gaëlle Burlot**, HR development officer with **VINCI Construction France** in Villeurbanne, help find jobs for people on integration-track programmes and with modelling of this innovative partnership with the idea of expanding it elsewhere. Some 20 VINCI students from Enise (Saint-Étienne Engineering School) are contributing to this project.



■ Régie Plus

Professionalisation
(Savoie – Chambéry)

Neighbourhood social association: cleaning of premises and upkeep of green spaces, restaurant, night-time mediation.

Sponsorship: €8,500.

Gilles Cerato, centre manager for VINCI Park (**VINCI Concessions**) in Chambéry, advises *Régie Plus* on management, communication and finding new customers and offers work placements.

■ Mirly Solidarité

Meubles Duchère
(Rhône – Lyons)

Social integration workshop: help for training and social integration.

Sponsorship: €20,000.

Philippe Bonnet, regional director for **VINCI Construction France**, helps the workshop find new customers and set up subcontracting projects.



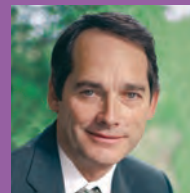
GEIQ BTP IDF

Paris region

- The *GEIQ BTP Ile-de-France* was set up in 2006 with several VINCI subsidiaries in this region. It is aimed at young people from 17 to 30 who lack formal qualifications. Through a work-study contract, they combine training and work experience in a company, in the framework of a mentoring system involving the company, the training organisation and the GEIQ.
- Today, over 40 companies are members of the *GEIQ BTP Ile-de-France*. They offer trainees jobs in construction, public works and energy. Most of the young people supervised are subsequently hired by the company in which they did their work placement: 97 work contracts were signed in 2009.
- Due to its development, the GEIQ recently had to move into larger, more centrally located premises.

FOUNDATION SUPPORT

- €20,000 to co-finance office renovation works.
- More than 30 VINCI companies and business units are members of the GEIQ. The structure has been directed since its inception by **Jean-Yves Cojean**, chairman of GTM Bâtiment (**VINCI Construction**). The director of the GEIQ continues to seek opportunities inside the Group with the goal of developing this social integration and employment dynamic.



“ The *GEIQ BTP IDF* operates in the style of a non-profit organisation, a very effective approach that is based on respect of each member and the

time spent together. I have always supported social integration enterprises. As a sponsor, I contribute a connection to the professional universe of VINCI, which helps them achieve real results in their work. ”

Jean-Yves Cojean

Training and qualification



“ In 2008, the unemployment rate among people without qualifications was 12.7% versus 4.3% for people with two years of higher education. For those with the greatest difficulties in finding employment, obtaining qualifications is essential. The idea is to help them acquire know-how but also give them the keys to adapt and capitalise on their skills. This approach contributes to the “employability” of workers.

The Paris region employer group to promote social integration through work and qualifications (*GEIQ BTP IDF*) was set up to support jobseekers and find employees for its member companies. To this end, the structure offers more than 30 training courses for jobs in the building and public works trades. We take into account the technical requirements of our member companies and the specific skills of our employees with a view to helping them capitalise on these skills and providing the company with a competent and professional workforce. In 2009, the *GEIQ BTP IDF* signed 97 contracts with partner companies and helped 160 people obtain qualifications. ”

Arnaud Habert, director of the GEIQ BTP Ile-de-France (Paris)

Interviewed by Claire Gillot/Reporters d'Espoirs News agency



Aquitaine



■ La Gigogne

Interactive CV
(Gironde – Bègles)

Non-profit organisation: non-profit communication, help with work integration using multimedia techniques.

Sponsorship: €7,500.

Frédéric Sanchis, director of Marti (VINCI Construction) in Bègles, disseminates interactive CVs via his network of contacts.



Pays de la Loire



■ GEIQ BTP 53

Relaunching the GEIQ
(Mayenne – Laval)

Non-profit organisation: work-study programmes in construction and public works trades and social follow-up for young people without qualifications.

Sponsorship: €15,000.

Erwan Bihel, business unit manager, Santerne (VINCI Energies) in Laval and Mayenne, is a member of the GEIQ and has recruited a trainee.

Provence-Alpes-Côte d'Azur



■ GEIQ BTP 84

Training and social integration
(Vaucluse – Avignon)

Non-profit organisation: work-study programmes in construction and public works trades and social follow-up for young people without qualifications.

Sponsorship: €15,000.

Patrick Lefeuvre, director of activity for Girard (VINCI Construction) in Avignon, is a member of GEIQ BTP 84 and provides work experience for young people following the programme on his worksites.

■ GEIQ Monuments historiques

Historic monuments
(Bouches-du-Rhône – Aix-en-Provence)

Non-profit organisation: work-study programmes in heritage-related trades and social follow-up for young people without qualifications.

Sponsorship: €20,000.

Christian Pons, business unit manager of Girard (VINCI Construction), offers jobs to the young trainees.

Rhône-Alpes



■ Canhumanitaire

Preventing school drop-out
(Rhône – Vaulx-en-Velin)

Non-profit organisation: workshop for reconditioning medical equipment for an international solidarity NGO, which also helps prevent school drop-out among students attending a vocational high school in Vaulx-en-Velin.

Sponsorship: €18,000.

Serge Martinie, marketing manager with Eurovia in Lyons, handles contact with an employers' network of which he acts as chairman in the city for help with vocational guidance of the students. He also puts the organisation in contact with a communication officer.



Automobile Ciotat Services

Provence-Alpes-Côte d'Azur

■ The non-profit organisation *Automobile Ciotat Services (ACS)* has been active since 2004 in a region with a two-speed economic and social situation. Integrated in the mobility platform "*Bougez vers l'emploi !*" (managed by non-profit organisation *Voiture & Co*), this socially supportive garage aims to help people involved in work integration programmes.

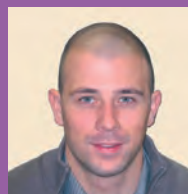
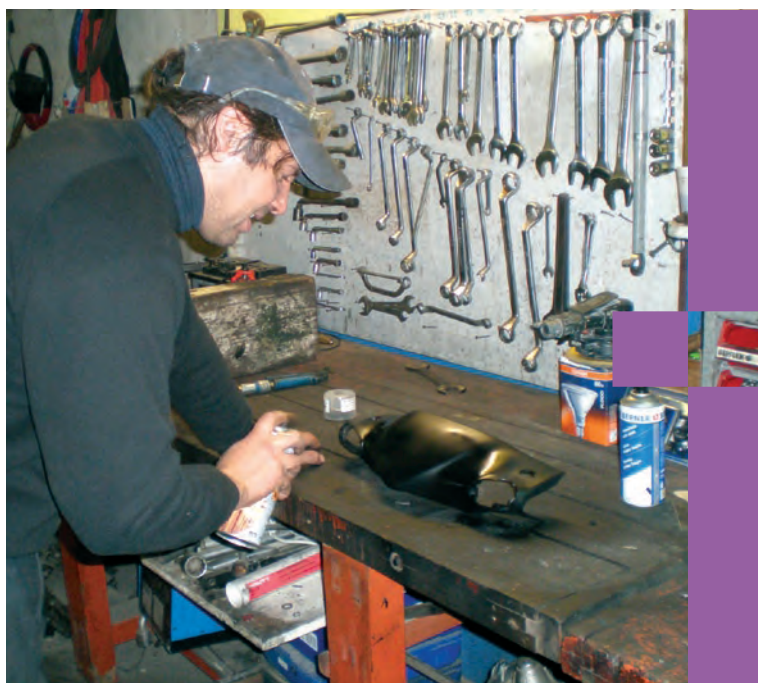
■ It proposes three services: loan of vehicles for six to 12 months depending on needs, a mechanics workshop offering cheap vehicle repair services, and an introduction to minor mechanical repairs. Beyond the technical services it offers, the garage is above all a sociable place that contributes to social cohesion and helps people become less isolated.

■ To respond to the many requests for emergency repairs and allow recovery and recycling of unused second-hand vehicles, ACS opened an emergency repair/towing service in 2008.

FOUNDATION SUPPORT

■ €18,000 to co-finance a second-hand breakdown truck.

■ **Julien Martin**, safety manager at Campenon Bernard Sud-Est (**VINCI Construction**) in Marseilles, offers expert accident prevention/safety advice (training in the right gestures and postures, drafting the safety document, regulatory upgrading of premises).



“ I am proud to be able to contribute to the development of a useful project that I believe in. In my circle of friends and family, there are some people with only part-

time or non-permanent jobs and I understand the importance of help with mobility for low-income people. The safety audit carried out at the garage allowed me to understand better the way the organisation works. Today, we have a very concrete partnership and I really appreciate my contacts with the whole team. ”

Julien Martin

Road back to employment



“ To move around, you need a goal. And when you’re unemployed, life revolves around the children, the neighbourhood and local shops. Helping the most disadvantaged people understand how public transport operates contributes to getting them moving again and opening doors that they thought were closed to them.

Mobility is the fourth obstacle to employment, after housing, health and training. In most regions, 50% of work-related travel requires a car, while the complexity of public transport or car-pooling schemes often makes them inaccessible to people outside mainstream society.

Voiture & Co is a non-profit organisation active throughout France in the field of social integration and mobility. We work with work integration structures such as *Pôle emploi*, social integration workshops and local missions to identify people with mobility difficulties. We teach them to find their markers and get around and, if necessary, provide them with two-wheeler and car rental services. ”

Karim Ait-Youcef, national manager of the mobility-integration division of Voiture & Co

Interviewed by Claire Gillot/Reporters d’Espoirs News agency



Aquitaine

■ **Bouger c'est Permis**

Socially supportive driving school
(Gironde – Langon)

Non-profit organisation: easier access to a driving licence.

Sponsorship: €10,200.

Stéphane Gervais, ASF district head (VINCI Autoroutes) in Langon, **Olivier Capgras**, customer and communication manager with the regional management of ASF in Agen (VINCI Autoroutes), and **Patricia Bonnefon**, human resources manager, VINCI Construction France, give the driving school free Libert-t (remote toll badge) access to the motorway, provide training in motorway jobs for people in integration-track programmes and support them in finding a job.

Poitou-Charentes

■ **Ipsos 79**

Electric bicycles for employment
(Deux-Sèvres – Niort)

Non-profit work integration structure: provides personnel for housework and home maintenance, DIY, gardening and after-school care and operates an electric bicycle rental service.

Sponsorship: €17,000.

Olivier Lebigre, head of purchasing with ASF regional management in Niort (VINCI Autoroutes), advises Ipsos 79 on its purchasing policy, costs and overall development.



Provence-Alpes-Côte d'Azur

■ **Voiture & Co**

"Bougez vers l'emploi" in Toulon
(Var – Hyères)

Non-profit organisation: platform for mobility assistance services for people enrolled in work integration programmes.

Sponsorship: €20,000.

Magali Michel, sector manager with VINCI Park (VINCI Concessions) in Toulon, **Michel Stankievitch**, Var Esterel sector head with Escota (VINCI Autoroutes), **Marie-France Cabri**, HR manager, and **Raymond Nawracala**, viability and traffic safety manager in the same entity, offer strategic advice and motorway safety training.





Building better communities

Given recent trends in our society and the rise of individualism, it is crucial to rethink our approach to building better communities. The VINCI Foundation supports structures working to promote citizenship values among young people, offer places for receiving the people that our society leaves on the side of the road and helping them find their place in the community, and helping the most underprivileged gain access to decent housing.



■ YOUTH AND CITIZENSHIP

■ SOCIAL INTEGRATION

■ ACCESS TO HOUSING

Les Deux Rives

Pays de la Loire

■ Helping young people find their rightful place in society: the goal of the project put in place by the non-profit organisation *Les Deux Rives* is an ambitious one. In 1986, Algerian students in the Dervallières neighbourhood in Nantes launched this project based on help with homework and cultural and sports activities. The organisation subsequently focused on help with homework for junior and senior secondary students.

■ Today, it is also developing programmes to prepare young people in the neighbourhood for professional life, providing vocational guidance and helping them find work placements and jobs. *Les Deux Rives* also organises “job discovery” programmes in small groups, with company visits, exchange of views with professionals and vocational guidance.

FOUNDATION SUPPORT

■ €15,000 to renovate the premises and buy IT equipment and new furniture.

■ **Laurent Etheimer**, agency director of **Eurovia Atlantique**, mobilises the company to organise “job discovery” programmes based on visits to worksites and offer work placements to the young people supported by the organisation. His contribution allows *Les Deux Rives* to help the young people familiarise themselves with the world of work and find a path in life.



“ I have a particular goal: helping young people with their schoolwork and giving them the tools to decide on a career.

Young people who are currently in difficulty could move on to a brilliant future. You have to help each person find his or her path. ”

Laurent Etheimer

Youth and citizenship



“ Being a citizen means being part of the community, which means having a recognised place, i.e. a job. Young people do not lack markers anymore than they did in the past – they simply need to be given a place in society so that they feel they are citizens with all the rights and responsibilities that entails.

Unemployment of young people is as high as 57% in some difficult urban areas, versus 19% at national level. The answers to this inequality must be local and education-based, to allow better recognition of the talent and merits of the younger generation.

At *Zy'Va*, we have since 1994 been advocating genuine equality of opportunity and supporting children throughout the educational process in a way that involves the family and the school: the mothers learn French, the children concentrate on their homework, cultural activities, learning how to use computers and so on. Over 300 young people are supported by 11 permanent employees and 70 volunteers. In 2006, we launched the “1 on 1 for success” project: a young person is selected and monitored by a very active sponsor, according to the principle: “you can if you want to”. So far, 43 young people, from first year of primary to higher education, benefit from this monitoring. ”

Hafid Rahmouni, director of Zy'Va (Nanterre)

Interviewed by Louis Sibille/Reporters d'Espoirs News agency

Champagne-Ardenne



■ Unis-Cité Champagne-Ardenne

Champagne-Ardenne branch
(Marne – Reims)

Non-profit organisation: voluntary civil service dedicated to citizenship, for young people.

Sponsorship: €30,000.

Jacky Loreau, agency head, **Eurovia** Champagne-Ardenne, presents construction and public works jobs, prepares people for recruitment and involves Eurovia employees in a project to serve disabled people



Haute-Normandie



■ La Source

Theatre, a way of helping young people integrate into society
(Eure – La Guéroulde)

Non-profit organisation: social, cultural and educational actions aimed at young people who have dropped out of society.

Sponsorship: €25,000.

Dominique Delacroix, business unit manager, Lesens Normandie (**VINCI Energies**), gives technical advice to *La Source* (heating, electricity system for the theatre), puts it in contact with VINCI Construction experts and promotes the structure in his network of contacts.

Paris region



■ Espace Bénévolat

Encouraging voluntary action among young people
(Paris)

Non-profit organisation: promotion and development of voluntary action, helping non-profit organisations become more professional.

Sponsorship: €23,000.

Xavier Moulins, director of social development for **VINCI** Human Resources, participates in developing the website to promote voluntary action and introduce young people to the business world.

■ Arai Chance-Milly

Jobs for young people
(Hauts-de-Seine – Clichy)

Neighbourhood social association: help with homework, leisure and sports activities for young people, vocational guidance.

Sponsorship: €18,000.

Hugues Feuillet, director of programmes with **VINCI Immobilier**, and **Éric Genet**, director of the office property department at **VINCI Immobilier**, have put the structure in contact with commercial partners and organised presentation of construction jobs to young people.



Môm'rue Ganne

Paris region

- The non-profit organisation *Môm'rue Ganne* introduces under-privileged children to constructive leisure activities in Paris. After school and on Wednesdays, the children are taken in hand and encouraged to produce sculptures, paintings, drawings and collages under the direction of three young artists. Some 80 children aged six to 10 are given the opportunity to develop their creativity while at the same time having fun. Diversity and social mix are crucial aspects, since the children come from four primary schools located in different types of neighbourhood.
- The organisation also caters for physically disabled children. Since some of these children are in wheelchairs, it was necessary to undertake fitting-out work in the premises.

FOUNDATION SUPPORT

- €20,000 to finance construction of a lift for children in wheelchairs.
- **Sophie Dorison**, administrative and accounting manager with Actemium IdF AquaProcess (**VINCI Energies**), is helping the organisation with its development phase. Numerous procedures have to be adapted to create two new branches in the near future.



“ The thing that struck me the most is the hard work and motivation of the people involved in the organisation. It’s impressive. Meeting such committed people makes you want to contribute something yourself. ”

Sophie Dorison

Ka'Fête ô Mômes

Rhône-Alpes

- The concept of the *Ka'Fête ô Mômes* family café was created from the desire of three parents, all unemployed, to offer families in the Pentes de la Croix-Rousse neighbourhood in Lyons, classified as a difficult urban area, a friendly place meeting their need to exchange views and organise activities. This new café, inaugurated in September 2009, is designed as a place for solidarity, socialising, relaxation and meetings between different social classes and generations.
- Alongside a space for snacks and chats between parents, the family café also offers games and activities for children from birth to 10 years, based on raising awareness of sustainable development and openness to different cultures. A nursery also caters every day for kindergarten children after school hours. Some 100 families are already members of the organisation.

FOUNDATION SUPPORT

- €15,000 to co-finance work to fit out the premises and cooking equipment.
- **Maïlis Leclerc de Sonis**, development manager at **VINCI Immobilier Rhône-Alpes - Auvergne**, helped the organisation with communication in the start-up phase (website, presentational brochures, inauguration of the café) and today monitors financial management of the structure.



“ Daring to create something from nothing, starting something up, believing in the goodwill of each participant: this is what the organisation has succeeded in doing. It has reinforced my belief that you should not hesitate to put your ideas, no matter how modest they are, at the service of society. From now on, I will certainly have less hesitation to get projects going. ”

Maïlis Leclerc de Sonis

Limousin



■ Les Amis de Sarah

Art as a means of self-expression
(Haute-Vienne – Limoges)

Non-profit organisation: artistic activities as a way of training and educating young people.

Sponsorship: €10,000.

Nelson Borges, operations manager with Croizet-Pourty (**VINCI Construction**), participates in the organisation's music projects and invites young people to discover the world of work (advice, mock interviews, worksite visits, work placements).



Lorraine



■ Sas Épinal

A citizen's club
(Vosges – Épinal)

Non-profit organisation: football and citizenship education for children through workshops raising their awareness of social issues.

Sponsorship: €20,000.

Pascal Toussaint, business unit manager, Citéos Nancy (**VINCI Energies**), introduces the young people to the business world and offers work placements.

Midi-Pyrénées



■ Unis-Cité Aquitaine

Aquitaine branch
(Haute-Garonne – Toulouse)

Non-profit organisation: voluntary civil service dedicated to citizenship, for young people.

Sponsorship: €16,200.

Élizabeth Simonnet, HR training and recruitment manager, and **Anne Bagat**, in-house lawyer with **Eurovia Management CSP Bordeaux**, organise presentations of construction and public works jobs, prepare young people for recruitment and raise Eurovia employees' awareness of disability.

■ Union des jeunes sportifs

Futsal indoor football in Le Mirail
(Haute-Garonne – Toulouse)

Non-profit organisation: Futsal and citizenship education.

Sponsorship: €10,000.

Pierre Lefebvre, technical manager with Axians (**VINCI Energies**), offers work placements to the young people.

Nord-Pas-de-Calais



■ Unis-Cité Valenciennes

Valenciennes branch
(Nord – Lille)

Non-profit organisation: voluntary civil service dedicated to citizenship, for young people.

Sponsorship: €30,000.

Laurent Halter, business unit manager, Actemium (**VINCI Energies**) in Valenciennes, presents the company to young people, prepares them for recruitment and puts the structure in contact with experts (quality, sustainable development, etc.).

■ Autour d'eaux

Neighbourhood regeneration
(Nord – Lille)

Non-profit organisation: activities and developing community cohesion around the river.

Sponsorship: €16,000.

Patrick Delpont, sector manager with VINCI Park (**VINCI Concessions**) in Lille, helps produce communication tools and promotes the organisation's activities in the other business units of the Group.



Pays de la Loire



■ J'ai un rêve

Opening of a branch in Nantes
(Loire-Atlantique – Nantes)

Socio-educational non-profit organisation (delayed start-up): programme of support for junior high-school students from underprivileged neighbourhoods through sport and culture, help with vocational guidance.

Sponsorship: €16,000.

Frédérique Goupilleau, director of human resources with **VINCI Construction** France in Nantes, and **Lionel Bernard**, communication and HR officer with **VINCI Energies** Ouest Atlantique, will be supporting the programme once it starts up (introduction to the world of business).



■ Unis-Cité Pays de la Loire - Antenne Loire-Atlantique

Introduction to work life
(Loire-Atlantique – Nantes)

Non-profit organisation: voluntary civil service dedicated to citizenship, for young people.

Sponsorship: €16,000.

Aurélié Chacun, human resources manager with **Eurovia** CSP Management in Nantes, presents the business world and the building industry to young people, and prepares them for recruitment procedures.

Rhône-Alpes



■ Association Ski Club EM Lyon

Encouraging social diversity
(Rhône-Alpes – Écully)

Non-profit organisation: giving young people from difficult neighbourhoods access to culture and sport.

Sponsorship: €3,500.

Christian Labeyrie, Executive Vice President and Chief Financial Officer of **VINCI**, supports the project with management and seeking partnerships with Group companies and business units. He helps set up visits and conferences for the children on sustainable development in **VINCI** companies in the region.

■ La Soupape

New children's café in Grenoble
(Isère – Grenoble)

Non-profit organisation: community café dedicated to children and their families (fun and educational activities revolving around education in sustainable development and openness to different cultures; restaurant service).

Sponsorship: €15,000.

Claire Tyvaert, then works engineer with **Eurovia** in Grenoble, and **Christophe Lesaffre**, price studies engineer with **Enbatra (VINCI Construction)** in Sassenage, contributed their expertise to set up the café (technical advice, monitoring of works, assistance with fitting-out work).

■ Secours Populaire Rhône

Help with homework and more
(Rhône – Lyons)

Non-profit organisation: help with homework at home for underprivileged children and educational workshops.

Sponsorship: €10,000.

Hélène Vilminot, head of the QPE department with **VINCI Construction** France in Lyons, helps the organisation find new volunteers from engineering schools and organises worksite visits for the children.

Semailles 83

Provence-Alpes-Côte d'Azur

■ *Semailles 83* was set up in 2005 near Fréjus around an original idea: people suffering from various disabilities can find stability and a personal equilibrium that helps them integrate into society by working in a vegetable garden. The non-profit organisation has therefore forged partnerships with various social integration structures that help people with serious social or psychological difficulties or suffering from mental disabilities. Every week, they work on cultivating and upkeep of an 8,000 sq.m vegetable garden, with the help of the organisation's educational officer. The produce is entirely organic.

■ The main aim is not so much to grow vegetables, but to give people an opportunity to be involved in activities calling on skills that are useful to achieve better integration into society.

■ The garden is also open to schools and social centres, with programmes aimed at raising children's and young people's awareness of environmental questions.

FOUNDATION SUPPORT

■ €15,000 to buy vegetable-gardening tools and raw materials.

■ **Samuel Maurice**, legal officer with Escota (**VINCI Autoroutes**) and expert in the law of non-profit organisations, gives free advice to several such structures. He gives legal support to *Semailles 83* in the areas of recruitment, safety and the search for funding.



“ The toolbox and performance indicators proved very useful. They provide a framework for sponsorship and use of subsidies, helping us

achieve the goals that we have set together. ”

Samuel Maurice

Social integration



“ Even though the government has implemented many programmes aimed at helping particularly underprivileged groups, a section of the population is still left on the sidelines. Some 11% of people living in France have little or no social life. Identifying these particularly vulnerable groups remains a priority in the field of social integration.

Ayyem Zamen – “the old days”, a non-profit organisation set up in 2003 – runs two community cafés catering for 3,000 older immigrants and helps them integrate into the life of the community. Of the 4.9 million immigrants in France, some 963,000 are aged 50 or over. Many of them live alone, while 90% of them are illiterate and lacking the means to return to their native country. We help them enjoy a decent retirement in France, by advising them on health, housing and pension problems and giving them assistance in renewing their residence permits. Our cafés also aim to be an “oasis” where they can find a listening ear and meet people. The beverages served are inexpensive and we propose games and cultural outings. Lastly, *Ayyem Zamen* is not sectarian – we seek to welcome immigrants from all countries. ”

**Moncef Labidi, chairman of *Ayyem Zamen* (Barbès and Belleville, Paris)
and André Lefèvre, responsible for coordination**

Interviewed by Louis Sibille/Reporters d’Espoirs News agency

■ Sac à malices

Community grocery
(Indre-et-Loire – Saint-Pierre-des-Corps)

Non-profit organisation: community grocery, dietetic workshops, administrative assistance for people in difficult circumstances.

Sponsorship: €15,000.

Pascale Rapaud, Cofiroute (**VINCI Autoroutes**) employee in Chambray-lès-Tours, provides human resources advice (training plan) and material assistance.



■ Cultures du Cœur 37

Culture for all
(Indre-et-Loire – Tours)

Non-profit organisation: free tickets to cultural venues or events for the beneficiaries of social integration structures.

Sponsorship: €9,600.

Jean-Christophe Fourré, marketing and communication manager for Cofiroute (**VINCI Autoroutes**) in Tours, supports development of the organisation and offers advice on communication.

Paris region



■ Association Pierre Claver

Personalised help for asylum seekers
(Paris)

Non-profit organisation: support for people seeking asylum due to armed conflicts.

Sponsorship: €15,000.

Brigitte Simon, legal director with ASF (**VINCI Autoroutes**), **Élodie Feuillet**, human resources manager with Cofiroute (**VINCI Autoroutes**), and **Christian Caye**, VINCI Sustainable Development Director, organise work meetings, contribute to changes in asylum law in France and in Europe, and help set up economic integration programmes for refugees: job-seeking techniques, networking with social integration structures.

■ Observatoire international des prisons – French section

Claiming rights, social integration
(Paris)

Non-profit organisation: defence of the fundamental rights and freedoms of people in prison and helping them integrate back into society.

Sponsorship: €22,500.

■ Bethel

Art trades to encourage social integration
(Val d'Oise – Boissy l'Aillerie)

Non-profit organisation: accommodation and training centre in the fine cabinet-making and tapestry trades for people having undergone drug rehabilitation programmes.

Géraldine Rabeux-Létang, tax specialist with **VINCI Concessions** in Rueil, and **Audrey Le Franc**, communication officer with **VINCI Construction Grands Projets** in Rueil, help the organisation find partner companies using the apprenticeship tax system, advise it on communication and publicise *Bethel's* action.



Alsace



■ Amsed

Sponsorship for employment
(Bas-Rhin – Strasbourg)

Neighbourhood association: contributing to professional integration of young people, development projects outside France.

Sponsorship: €9,000.

Mamady Diaby, design and studies technician, Actemium Strasbourg (**VINCI Energies**) in Vendenheim, and **Jean-Louis Kempenich**, business unit manager, Actemium Strasbourg (**VINCI Energies**) in Vendenheim, work on finding new sponsors at Actemium to mentor young people looking for employment.



Aquitaine



■ L'Atelier Remuménage

Socially supportive removal service
(Gironde – Libourne)

Non-profit organisation: removal service for people in very difficult circumstances, help with finding housing.

Sponsorship: €10,000.

Emmanuel Perdrix, then business unit manager, SRE (**VINCI Energies**) in Libourne provided advice in management, organisation and eco-driving.

Basse-Normandie



■ Emmaüs Alençon

Construction of a community residence
(Orne – Alençon)

Non-profit organisation: a community residence for people in very difficult circumstances and a workshop for recovery, recycling and sale of all types of equipment.

Sponsorship: €17,000.

Étienne Tiers, director of Carrières de Chailloué (**Eurovia**), gives advice on energy efficiency for the new building and has facilitated donation of some worksite equipment.

Centre



■ Bio Solidaire

Running a socially supportive garden
(Loir-et-Cher – Blois)

Housing and social integration workshop: organic market gardening and sale of fruit and vegetables, running a foyer (to accommodate people in difficult circumstances) and a socially supportive garden for its residents.

Sponsorship: €15,000.

Didier Lacroix, head of the Cofiroute operations centre (**VINCI Autoroutes**) in Blois, and **Emmanuel Tennière**, then agency head with Établissements Moreau (**Eurovia**) in Villeneuve-sur-Conie, talk about the structure in their companies and are envisaging offering work placements and jobs to the people assisted by the structure.

■ Compagnons Bâtisseurs Centre

Renovating your own home
(Indre et Loire – Tours)

Non-profit organisation: Guided DIY home-renovation projects for low-income families.

Sponsorship: €19,000.

Didier Lecompte, equipment department manager, and **Lionel Garnier**, prevention-safety with GTM (**VINCI Construction**) in Tours, help the organisation's young volunteers with vocational guidance and offer advice for the renovation projects.

▪ Les Enfants du canal

A mobile day centre
(Paris)

Non-profit organisation: shelter for people in very precarious circumstances, night rounds, a bus for welcoming homeless people during the day.

Sponsorship: €20,000.

Julien Pointillart, then special advisor with Cofiroute (**VINCI Autoroutes**) in Sèvres, was keen to provide advice in management and preparation of requests for subsidies.



▪ Nahda

Front-line help for local residents
(Hauts-de-Seine – Nanterre)

Non-profit organisation: fighting illiteracy, help with homework, social and professional mediation.

Sponsorship: €10,000.

Ahmed Djamai, accountant with GTM Bâtiment (**VINCI Construction**) in Nanterre, liaises with his company to offer work placements.



▪ Robins des rues

Helping homeless people
(Paris)

Non-profit organisation: support, guidance and follow-up of homeless people.

Sponsorship: €15,000.

Pierre Maldamé, project engineer with Omexom (**VINCI Energies**) in Rueil, and a volunteer with the organisation, **Dominique Gervasi**, director, Paris Nord, VINCI Park (**VINCI Concessions**) in Nanterre, and **Marie de Maindreville**, executive assistant with Novarka (**VINCI Construction**) in Guyancourt, will be contributing to satisfactory operation of the organisation: administrative and accounting advice, provision of a parking space for the patrol vehicle.

Limousin



▪ Emmaüs 87

New housing units
(Haute-Vienne – Saint-Priest-Taurion)

Non-profit organisation: housing and professional integration for people in very difficult circumstances.

Sponsorship: €10,000.

Christophe Couvidat and **Corinne Lambert**, both employees of VINCI Park (**VINCI Concessions**) in Limoges, offer work placements.

Hors la Rue

Paris region

- Formerly *Parada*, non-profit organisation *Hors la Rue* supports foreign minors in danger in Paris, in particular young people from Eastern Europe, especially Romania. These young people tend to live an underground life, in most cases cut off from their families and unable to speak French. *Hors la Rue* tries to help them escape from the trafficking networks into whose clutches they often fall. Reception facilities and educational follow-up (French lessons, etc.) supplement artistic, cultural and sports activities as a tool of social integration.
- The young people are supported for around 10 months on average. In 2008, the structure helped 238 new minors and 152 young people. One-third of them were helped "off the street" through schooling, vocational training and access to social assistance.

- To develop its activities and forge closer links with partners, the organisation has moved into premises in Montreuil.

FOUNDATION SUPPORT

- €25,000 to fit out the new premises.
- **François Le Vert**, director of communication for VINCI Park (**VINCI Concessions**), continues to support the structure and is helping select a social integration enterprise supported by the VINCI Foundation to carry out the works. **Jean-Marc Mbatoubé Tolna**, engineer with **VINCI Energies**, advises the organisation on administrative formalities and the change in status for young people having received a job offer.



“ I saw this as a general-interest mission that was both useful and attractive. I wanted to go further than simply providing funds. You cannot help

being touched and enriched by this type of experience, which reawakens the spirit of service and enthusiasm that lies dormant in each one of us. ”

François Le Vert



Poitou- Charentes



■ Omega

Social mediation
(Charente – Angoulême)

Non-profit organisation: social mediation in problem neighbourhoods, actions aimed at homeless people, combating over-indebtedness.

Sponsorship: €11,000.

Jacques de Passemar, director of development for Aquitaine at **VINCI Immobilier**, **Hugues Simpère**, programme director in the same entity, and **Laurence Ruot**, executive secretary at TMSO (**VINCI Construction**) in Bordeaux, organised presentations of construction jobs.



Rhône-Alpes



■ Alis

Helping people move into employment
(Rhône – Lyons)

Non-profit organisation: day centre for homeless people, helping people move into employment.

Sponsorship: €11,000.

Laurent Kribs, project manager, Roiret Expo (**VINCI Energies**) in Lyons, conducts mock job interviews.

■ Stop Chut !!!

Fighting addiction
(Rhône – Lyons)

Non-profit organisation: preventing addictive practices in the workplace.

Sponsorship: €9,000.

Philippe Bonnet, regional director, **VINCI Construction France** in Lyons, and **Mariannick Le Forban**, case worker and responsible for training with GTM Bâtiment et Génie Civil (**VINCI Construction**) in Vaulx-en-Velin, asks *Stop Chut!!!* to intervene in the 15-minute safety meetings and other safety programmes organised for new recruits.

■ Cosmos Kolej

Vegetable gardens in the outer suburbs
(Bouches-du-Rhône – Marseilles)

Non-profit organisation: theatre company, artistic productions and operation of shared vegetable gardens in the northern suburbs.

Sponsorship: €21,000.

Jean-Yves Ranouille, business unit manager, Opteor (**VINCI Energies**) in Aix-en-Provence, advises the organisation on choosing irrigation systems for the gardens and equipment maintenance. **Delphine de Roquefeuil**, human resources manager with **VINCI Energies Sud-Est**, will be providing assistance in management of skills for garden users.



Unis-Cité

Paris region

- Non-profit organisation *Unis-Cité* organises voluntary civil service for young people keen to make a contribution to society. These volunteers, aged 18 to 25, work in a group for six to nine months on socially oriented initiatives serving the community. The Paris region branch, set up in 1990, welcomed 80 volunteers for the 2009-2010 season.
- The *Louez solidaire* (socially supportive rentals) programme was initiated by the Paris City Hall and non-profit organisation *Aurore*. It invites property owners to rent vacant apartments to homeless families. Owners receive a guaranteed rent every month, slightly lower than the market price.
- Apartments found by *Unis-Cité* volunteers undergo a technical audit carried out by ESTP (specialised engineering and public works school in Paris) students. The *Unis-Cité* volunteers then help families deal with moving-in and produce an eco-responsible tenant's guide.

FOUNDATION SUPPORT

- €20,700 to train eight young people to find suitable vacant apartments and raise the awareness of the rehoused families.
- **Audrey Dantes**, communication officer with **VINCI Construction** France, helps with production of documents for finding suitable apartments and creation of tools to raise the rehoused families' awareness of eco-responsible living. **Fabrice Gaté**, sales director with Campenon Bernard Industrie (**VINCI Construction**), helps with the quality audit of the apartments.



“ It’s a genuine opportunity. You really have the impression that it’s not just an exercise in communication. It involves real, concrete actions. ”

Audrey Dantes

Access to housing



“ Some 3.5 million French people have serious difficulties with sub-standard housing. In 2001, one-third of them were aged between 18 and 29. Without jobs or resources, they live in very precarious circumstances, which affects their health and their chances of social integration.

The non-profit organisation *Le Gué*, created in 1986, caters every year for 60 young people without family or social support, who refuse the solutions proposed under the Dalo (right to housing) law. Their social integration requires an initial period in a residential centre to relearn how to manage day-to-day living with other people. The young people can then continue their steps towards social integration in one of the organisation's 30 apartments. Six educational workers are available to support them and run educational workshops: reading and writing classes, job search, IT and a lot of sport. They eventually regain their self-confidence and a desire to work again. On their arrival at the centre, only one in 10 of the young people have any income. Once they have spent time with *Le Gué*, the ratio rises to 48%. ”

Léone Boisseleau, director of non-profit organisation *Le Gué* (Nantes)

Interviewed by Andrea Paracchini/Reporters d'Espoirs News agency



Paris region



■ L'Appart

Housing and support for young people
(Hauts-de-Seine – Gennevilliers)

Non-profit organisation: housing for young people and socio-educational support.

Sponsorship: €18,000.

Slimane Ait El Kabous, systems analyst with **VINCI Construction** IS in Rueil-Malmaison, advises the organisation on IT infrastructure.

Provence-Alpes-Côte d'Azur



■ Habitat et Humanisme Provence

A nest to rebuild your life
(Bouches-du-Rhône – Marseilles)

Non-profit organisation: creation and management of social housing, individual support for the people housed.

Sponsorship: €20,000.

Gérard Bicheron, sales executive with La Sovame (**VINCI Construction**) in Marseilles, and **Mathieu Kasprzak**, director of operations for the **Eurovia** quarries in Châteauneuf-les-Martigues, advise on fitting out and renovation of the residence, make presentations of jobs in the Group to the families and consult with their networks of contacts to help people looking for a job.





Outside France

The Foundation supports international initiatives in two ways: through direct support of a project put forward by a VINCI employee based in the country, or via a foundation set up under local law in the country in partnership with the French Foundation, such as Nadace VINCI in the Czech Republic.

In 2009, the Foundation supported 17 projects in six countries.



■ NADACE VINCI IN THE CZECH REPUBLIC

■ DIRECT SUPPORT FOR PROJECTS

Ergotep • Cooperative adapted to disabled people (Pardubice)

- *Ergotep's* goal is to help disabled people remain in employment. This cooperative currently employs 114 disabled workers and is one of the main employers of disabled people in the Pardubice region. Various positions are offered and workers can capitalise on skills in different fields such as IT banking control operations or graphic design (of websites in particular). Other workers perform tasks to do with distribution, handling, packaging and storage of parcels.
- This variety of positions allows each person to work according to their level of disability. The people supported are able to develop their experience and their skills, contributing to their professional and personal stability.

FOUNDATION SUPPORT

- 300,000 CZK (€11,670) to buy a Citroën Berlingo vehicle to take people to their workplace and transport parcels.
- **Miroslav Trnka**, deputy works and sales director with **Eurovia CS** in Pardubice, took advantage of the VINCI Group's framework agreement with Citroën to buy the vehicle. He also examines subcontracting possibilities with the cooperative.



“ The VINCI Foundation in the Czech Republic is keen to pursue the concept initiated by its parent foundation and set up bridges between the world of work and the non-profit sector, between the corporate world and urban and rural communities and with the world of civil society. ”

*Milan Valenta, Chairman
of the board of directors of Nadace VINCI*

Nadace VINCI in the Czech Republic



Nadace VINCI, the Czech corporate foundation

The Nadace VINCI Foundation, set up in 2008, allows VINCI companies and business units based in the Czech Republic to develop a corporate sponsorship programme specific to this country and adapted to the local context. It pursues initiatives designed to combat social exclusion, in line with the French Foundation's strategy, which has supported it since its creation by providing 40% of its budget for action.

In 2009, Nadace VINCI supported seven projects, taking to 13 the number of structures assisted since the start-up of this young foundation. The dominant theme is promoting access to employment of disabled people, a reflection of the profile of non-profit organisations working on the theme of social exclusion in this country.



▪ SIMPatická kavárna (SIMPatico café)

Integration of mentally disabled people (Prague)

Integration through employment

Promoting access to employment and social integration for disabled people through a café.

Sponsorship: 200,000 CZK (€7,780). **Jarmila Skočdoplová**, assistant to the sales director at Průmstav (**VINCI Construction**), helped the organisation locate and acquire the van, in cooperation with **Radim Hlíňák**, director or purchasing with Eurovia CS, through the VINCI Group's framework agreement with Renault.

▪ ÚTOČIŠTĚ (refuge)

Accommodation and social integration centre (Liboc)

Access to housing

Non-profit organisation that works with people in difficult social and family circumstances: work integration, training, obtaining a driving licence.

Sponsorship: 230,000 CZK (€8,950). **Karel Šilhan**, works engineer with SMP CZ (**VINCI Construction**), advises the structure on organisation of works.



▪ Tulipan (tulipe)

Sheltered workshop for disabled people (Liberec)

Integration through employment

Helping disabled people stay in employment and upgrade their skills, with the aim of achieving independence and social integration: bookbinding and work with textiles and ceramics.

Sponsorship: 121,000 CZK (€4,710). **Miroslav Šebesta**, sales representative with Průmstav (**VINCI Construction**), is monitoring the project with a view to collaborating with the organisation (subcontracting, purchasing).

▪ Diakonie ČCE

Accommodation and social integration centre
(Vlasein)

Access to housing

Reception centre for adults from 18 to 26 and single mothers in difficult circumstances.

Sponsorship: 350,000 CZK (€13,620).
Vojtěch Janoušek, administrative director, **VINCI Construction Filiales Internationales** for the Czech Republic and Slovakia, advises the centre on finance and accounting.



▪ Fokus Praha

Sheltered workshop
(Prague)

Integration through employment

Non-profit organisation set up to help mentally disabled people remain in employment: upkeep of gardens and green spaces.

Sponsorship: 320,000 CZK (€12,650).
Michaela Kaisrová, specialist in employee training with **SMP CZ (VINCI Construction)**, offers an introduction to the world of work through work simulations and presentations.

▪ Mathilda

Helping visually impaired people
(Central Bohemia)

Social integration

Training guide dogs for visually impaired people: these dogs provide an essential service helping blind and visually impaired people to gain independence and to be integrated into everyday life.

Sponsorship: 400,000 CZK (€15,560).
Hynek Trnka, price studies engineer with **FCC (VINCI Construction)**, advises the structure in terms of price studies and budget analysis for construction of the kennels.



Belgium

■ Maison Maternelle du Brabant Wallon

A foyer for single mothers
(Ottignies)

Access to housing

Non-profit organisation: reception and support for young single mothers in difficult social circumstances.

Sponsorship: €22,500.

Bernard Cols, regional director with CFE (VINCI Construction) in Brussels, advises the organisation on the works, energy installations and communication (website).



■ Cocom

Training in art restoration
(Ghent)

Training and qualification

Non-profit organisation: workshop for training people in cultural heritage restoration (wood and sculpture).

Sponsorship: €20,000.

Olivia Coudenys, human resources manager with Actemium (VINCI Energies) in Aalter, **Luc de Vos**, sales director with VMA, CFE (VINCI Construction), and **Joris de Vreese**, managing director in the same entity, will be helping the workshop with commercial development and advising it on communication and developing its network of partner companies, with a view to offering work placements and access to employment.

Cambodia

■ École Française d'Extrême-Orient

A workshop-school in Angkor
(Siem Reap)

Training and qualification

Training Cambodians to become stone masons.

Sponsorship: €27,500.

Étienne Lefort, manager of the Siem Reap Airport (VINCI Concessions), advises the structure on best social practices and responsible management of human resources, etc. He makes regular visits to the workshop.

Malaysia

■ Ora Malaysia Berhad

The House of Hope
(Penang)

Social integration

Non-profit organisation: reception and social assistance for underprivileged families.

Sponsorship: €19,500.

Pascal Martin-Daguet, project manager with Freyssinet (VINCI Construction), and **Lee Kok Sem**, managing director, Freyssinet Malaysia, participate in rehabilitation of the premises and fund raising.



Direct support for projects



Germany · Belgium Cambodia · Malaysia · United Kingdom

Germany

■ Internationaler Garten U5

A community garden in the city
(Mannheim)

Social integration

Non-profit organisation: community and educational garden.

Sponsorship: €10,000.

Martin Poetschke, in-house lawyer with SKE (VINCI Construction) in Mannheim, is helping the existing initiative become a genuine non-profit organisation and advises it on relations with its different partners.



■ Heidelberger Werkstätten

Jobs for disabled people
(Heidelberg)

Integration through employment

Specialised establishment catering for disabled people: metalworking, upkeep of green spaces, administrative services, electronics and agricultural work.

Sponsorship: €25,000.

Rainer Beisel, managing director of VINCI Construction Deutschland in Mannheim, and **Kerstin Fischer**, assistant with SKE (VINCI Construction), welcome disabled people in the company.

■ Zugpferd e.V.

Forestry work
(Mülheim-Kärlich)

Training and qualification

Non-profit organisation: training in forestry jobs.

Sponsorship: €15,000.

Mario Dorn, personnel manager with SKE Facility Management (VINCI Construction) in Langen, offers work placements to young people supported by the organisation, along with vocational guidance.



United Kingdom

■ Community Links

Community outreach
(London)

Social integration

Non-profit organisation: social assistance for families in difficulty, leisure activities and help with homework for children, training for adults and vocational guidance.

Sponsorship: €15,000.

John Stanion, director of VINCI PLC (VINCI Construction), **Phil Bean**, regional director of Norwest Holst (VINCI Construction), and **Karen Bamber**, HRD of VINCI PLC, present the corporate world, offer work placements and organise CV workshops.



■ The Calthorpe Project

Reception facilities for children
(London)

Social integration

Non-profit organisation: ecological management of a public garden in London, crèche for small children, English classes and support and guidance for families.

Sponsorship: €15,000.

Steven Saint John, general manager, group services with Ringway (Eurovia), and **Chris Edwards**, engineer with Ringway, offer advice and material assistance by encouraging employees to get involved in the project.

■ Hull FC Foundation

Education and sport
(Hull)

Youth and citizenship

Foundation set up by a professional football club: training programmes and work support for young people without qualifications.

Sponsorship: €26,000.

Danielle Mothes, then marketing manager with VINCI Park UK (VINCI Concessions) in London, and **Andy Umpleby**, local manager with VINCI Park in Hull, introduce the young people to the world of work (presentation of the company, visits, vocational guidance, etc.).





Working with the Foundation

The VINCI Foundation is a framework made available to Group employees to foster civic engagement. Supported by a board of directors and a selection committee, the permanent team puts project leaders in touch with sponsors, who are the crucial factor in the operation of the Foundation.



■ SPONSORSHIP

■ FIVE SELECTION CRITERIA

■ THE FOUNDATION



WHAT DOES BEING A SPONSOR ENTAIL?

A long-term engagement

“ I have been supporting the organisation for several years. I have never regretted my engagement! ”

Francois Le Vert, VINCI Concessions, sponsor of *Hors la Rue*

Civic engagement

“ I wanted to find a way of helping young people discover their path in life – I hope this experience has brought them some solutions. ”

Laurent Etheimer, Eurovia, sponsor of *Deux Rives*

Giving a little time

“ Taking projects in hand from the outset lets you organise yourself with regard to your work commitments while keeping time available for the Foundation. ”

Audrey Dantes, VINCI Construction, sponsor of *Unis-Cité Paris region*

Contribution of expertise

“ Everyone has something concrete to contribute, in different fields. ”

Sophie Dorison, VINCI Energies, sponsor of *Mom'rue Ganne*

Contracting work out

“ The Subcontracting Directory is a very useful tool for identifying structures to which you can award subcontracting work. ”

Antoine Broto, VINCI Concessions, sponsor of *La Petite Reine*

Opening up to others

“ It has a very human dimension; both sides really open up to each other. ”

Jérémie Petit, VINCI Energies, sponsor of *Aspire*

Helping people back into employment

“ The follow-up aspect is often difficult. Sponsoring and the work with social integration enterprises is an effective way of helping people back into work. ”

Laurent Bioteau, Eurovia, sponsor of *GEIQ BTP Orne*

The sponsor: central to the action of the Foundation

SPONSORSHIP



2009

The sponsors are the crucial element in the work done by the VINCI Foundation. By contributing their skills and expertise to the projects supported, they supplement the financial support granted by the Foundation.

A ROLE WITH MANY FACETS:

- **advising the organisation** on management (accounting, commercial support, communication) or technical aspects (works, safety, legal considerations, etc.);
- **awarding subcontracting work** to the social integration enterprise sponsored or introducing it to their customers and suppliers;
- **providing careers advice** and helping people discover our different trades and jobs (organising CV workshops, mock job interviews, worksite visits, etc.);
- **being attentive** to the structure's needs, providing a useful sounding board for project leaders.

TERIA



3

Long-lasting projects

The Foundation supports **initiatives with a long-term objective** providing sustainable employment or a long-term activity. It does not provide funding for one-off projects (exhibitions or events), even if they have a community or work-integration bias.

4

Financial support

The financial support granted by the Foundation is intended to cover **investment expenses** (purchase of tooling, vehicles, IT equipment, furniture, office equipment, etc.) to the exclusion of any ordinary operating expenses.

5

VINCI employees' mobilisation

The Foundation systematically puts **project leaders in contact with Group employees** with the aim of setting up a sponsoring arrangement. Only projects likely to attract the involvement of VINCI employees may be selected. It is therefore essential that the project leader and the sponsor live in the same geographical area.

Examples of structures supported:

Neighbourhood social associations, social integration projects, social integration workshops or enterprises, sheltered workshops, etc.

THE FOUNDATION



2009

The VINCI Foundation's action is coordinated by three complementary decision-making bodies.

1 Selection Committee

The Selection Committee meets five times a year to decide on applications for support submitted by the Foundation's permanent staff.

Group employees

Sophie Bernard

Cofiroute centre head in Ancenis (VINCI Autoroutes)

Christian Caye

Sustainable development delegate, VINCI

Delphine Dansaert

Purchasing director, VINCI Park (VINCI Concessions)

Jean-Pascal Dusart

HR director, Cofiroute (VINCI Autoroutes)

Catherine Giner

Director of social development in the HR and sustainable development department, VINCI

Sylvie Lloret

HR director, GTM Bâtiment (VINCI Construction France)

Hervé Malcorpi

Sales director, Paris region, Signature (Eurovia)

Hervé Meller

HR director, VINCI Construction and VINCI Construction France

Pierre Monlucq

Paris region director (Eurovia)

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Director, rehabilitation department, Bateg (VINCI Construction France)

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HR manager, VINCI Airports (VINCI Concessions)

Yves Weyts

Managing director of Van Wellen and director of synergies and communication, CFE (VINCI Construction)

Social-sector experts

Florence Lecluse

General secretary of Coorace

Éric Pliez

Managing director of the non-profit organisation *Aurore*

2 Board of Directors

Made up of members of VINCI's Executive Committee and people working in work integration and social action, it examines every year the initiatives supported and suggests new avenues for action.

College of founding members

Xavier Huillard

Director and Chief Executive Officer of VINCI
Chairman of the VINCI Foundation for the Community

Louis-Roch Burgard

Chief Operating Officer of VINCI Concessions

Pierre Coppey

Chairman of VINCI Autoroutes

Pierre Duprat

Director of Corporate Communication for VINCI

Richard Francioli

Chairman of VINCI Construction, Executive Vice-President
of VINCI in charge of Contracting

Jean-Yves Le Brouster

Chairman and Chief Executive Officer of VINCI Energies

Franck Mougín

Vice President, Human Resources and Sustainable
Development, VINCI

Jean Rossi

Chairman of VINCI Construction France

Olivier de La Roussière

Chairman and Chief Executive Officer of VINCI Immobilier

Jacques Tavernier

Chairman and Chief Executive Officer of Eurovia

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Vincent Watelet

Special treasury adviser, VINCI Construction France

College of acknowledged experts

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Director of development, resources and donors,
Abbé Pierre Foundation for housing for vulnerable people

Zinn-Din Boukhenissi

Managing director, CNLRQ

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Florence Lecluse

General Secretary of Coorace

Claudie Buisson

General Secretary of CNEI

Éric Pliez

Managing Director of the non-profit organisation *Aurore*

Marc Saint Olive

Deputy director of the partnerships and local services
department of the Caisse des Dépôts et Consignations

3 Permanent staff

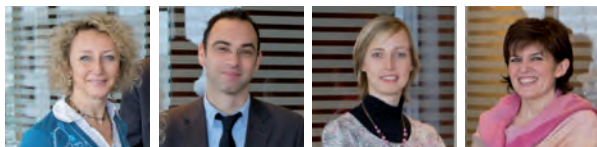
The Foundation's permanent staff is in charge of shortlisting and presenting applications to the Selection Committee. It facilitates development of partnerships and coordinates the network of sponsors.

Chantal Monvois, General manager

Sébastien Cuny, Project manager

Églantine Moret, Project manager

Armel Monfort, Assistant





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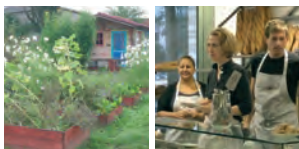
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GLOSSARY OF TERMS

Social integration workshop

First level of work integration. The workshops are aimed at people in very difficult circumstances to be employed under assisted contracts. Each person receives individual counselling and technical supervision for production activities.

Accommodation and social integration centre

The role of these centres is to receive, accommodate, counsel and socially integrate people seeking shelter or accommodation with the aim of helping them return to independence.

Sheltered workshop

The role of sheltered workshops is to provide work for disabled people or to help them remain in work. Some are companies that employ at least 80% of disabled workers, who all benefit from individual counselling. Others are organisations that offer medical and social assistance to enable disabled workers to carry out their jobs.

Social integration enterprise

SIEs produce goods or services in the competitive market sector, but their purpose is primarily social: employing and counselling people excluded from mainstream society and the labour market and helping them move back into society and work. As the final step before moving into conventional employment, SIEs employ people under fixed-term contracts that may be renewed twice, with an upper limit of 24 months.

Temporary work social integration enterprise

A TWSIE offers temporary employment to people whose difficulties prevent them from finding employment in standard temporary work businesses. These people also benefit from extensive counselling.

USED

GEIQ

Employer group to promote social integration through work and qualifications (French acronym GEIQ). A GEIQ is a group of companies in the same business sector that set up qualification paths for people who have difficulty moving into the world of work. They achieve this through work-and-study programmes in training centres and member companies.

Cocagne

The French “Cocagne” network gathers various organisations promoting social integration of people facing difficulties through production of organic vegetable baskets (in social integration workshops) that are then sold to members.

Non-profit work integration structure

These structures have both an economic activity like any other company, and also a social purpose. The aim is to offer counselling to employees undergoing social integration, which enables them to build up their confidence and to adapt or readapt to the requirements of the labour market. Contracts are fixed term, offering a transition into conventional employment.

Neighbourhood social association

A non-profit organisation that promotes work integration for residents of disadvantaged neighbourhoods, mainly through upkeep of public spaces.

