

A photograph of a woman with short brown hair, wearing a black long-sleeved shirt and a patterned vest, smiling and looking down at a group of young children. The children are sitting on a red surface, possibly a low table or bench, and are looking towards the woman. The background is a brightly colored room with pink walls and a green wall in the distance. There are framed pictures and a small poster on the pink wall. The overall atmosphere is warm and engaging.

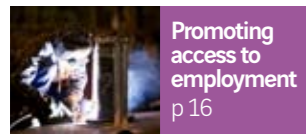
VINCI
FOUNDATION
FOR THE
COMMUNITY

2010
Annual report



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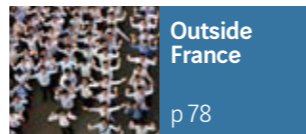
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“Pioneering new avenues of social innovation”

Through its construction and concession businesses, VINCI helps shape the city and plays a central role in the community. With its Foundation, it supports the people and organisations working to develop citizenship and solidarity.

With our employees, we contribute to increasing the effectiveness of the non-profit organisations and social integration enterprises we support in their work to help vulnerable people.

In 2010, we invented new ways of achieving this ambition by joining forces with organisations involved in the social sphere to enhance the effectiveness of their initiatives. Together, we have given birth to new forms of combat against exclusion, such as creating social integration workshops in the form of biological market gardens in rural areas alongside the route of VINCI motorways.

Since the creation of the VINCI Foundation for the Community in 2002, we have supported 890 projects in the regions where our teams are active, with the help of more than 1,000 sponsors and €14 million in grants.

To combat growing exclusion, we need to pioneer new avenues for action. We will pursue our efforts in 2011 to “convert our tries” and devise even more innovative ways of enhancing solidarity. We will do this with the steady ambition that drives us as partners to the community: to build bridges between the world of business and the non-profit sector.

Our employees ask nothing better than to express their solidarity and generosity through the Company. It is our duty to encourage them and offer them an open and effective framework for action. This is the avowed aim of VINCI’s entire management team; it is also an effective way for each of us to stay in touch with the realities of a society that is constantly changing.

Xavier Huillard

Chairman of the VINCI Foundation
Chairman-CEO of VINCI



2010

FIVE PRINCIPLES FOR ACTION

Drawing on its eight 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 and exercises its action with 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** and facilitating the transfer of the **expertise of Group employees**. Each project assisted is supported by one or more VINCI employees, who provide advice, counselling, 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 sponsorship and support for social initiatives.

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 **to evaluate the utility and relevance** of each action, but also to measure the progress resulting from the partnership.



2010

PERFORMANCE INDICATORS

Since 2002

861 projects supported
€14.5 million: total amount of grants made
€16,800 per project supported on average

In 2010

- 112 projects supported
- 167 sponsors, 45% of projects co-sponsored
- 70% of projects selected were put forward by Group employees
- €2,024,000: total amount of grants made
- €18,205 per project supported on average
- €93,000 donated to the two “sister” foundations supported outside France:
 - €60,000 to VINCI Stiftung (Germany) to co-finance eight projects supported by eight sponsors
 - €33,000 to Nadace VINCI (Czech Republic) to co-finance nine projects supported by 10 sponsors



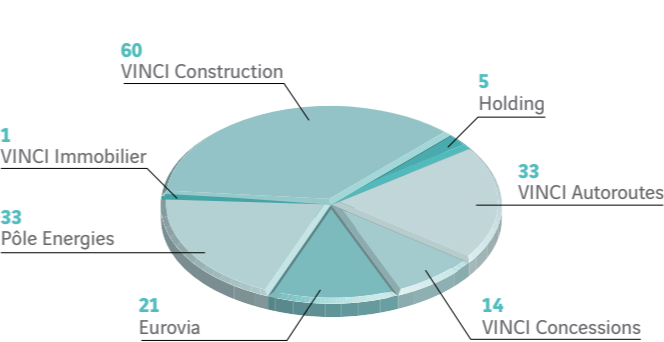
Geographical breakdown of VINCI Foundation for the Community projects

France		110			
Alsace	1	Paris region	32	Provence-Alpes- Côte d'Azur	8
Aquitaine	6	Languedoc-Roussillon	3	Rhône-Alpes	10
Auvergne	2	Limousin	3		
Bourgogne	2	Martinique	1		
Brittany	2	Midi-Pyrénées	9		
Centre	8	Nord - Pas-de-Calais	6	Asia	2
Franche-Comté	3	Pays de la Loire	8	Cambodia	1
Haute-Normandie	1	Poitou-Charentes	5	Vietnam	1

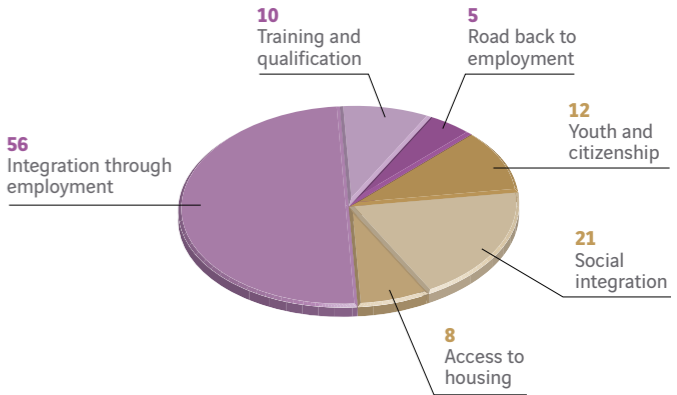
Foundations outside France

VINCI Stiftung	
Germany	8
Nadace VINCI	
Czech Republic	9

167 sponsors from all the business lines



Breakdown of the 112 projects by fields of action



2010

HIGHLIGHTS

The VINCI Foundation for the Community: an innovation laboratory for humanistic projects

■ Local action

The Foundation tests and validates programmes to enhance the scope of its action and conducts front-line initiatives in areas where Group companies are present, in cooperation with local partners.

To further these objectives, we created **the Solidarity in the Community programme**, this year. It works on the basis of a call for projects from disadvantaged

neighbourhoods (Argenteuil, Saint-Denis, etc.). The purpose of this programme is to support various very small non-profit organisations involved in improving social cohesion, with the help of many sponsors from VINCI companies active in the local area.

Discover the Solidarity in the Community programmes implemented in 2010 on page 70.



2010 HIGHLIGHTS

■ Join forces for greater effectiveness

The Foundation creates, tests and validates mechanisms for combating exclusion for and with the project leaders it supports and with recognised social sector partners. It also works in cooperation with new partners to enhance its effectiveness. For instance, it works in collaboration with:

> **engineering and business schools** such as the specialised engineering and public works school in Paris (**ESTP**), the Saint-Étienne engineering school (**Enise**) and the **Essec** economics and business school to raise students' awareness of and mobilise them around issues of solidarity and citizenship, the aim being to involve tomorrow's managers and professionals with organisations working to combat exclusion. In this way, the Foundation is endeavouring to reinforce its action among the younger generations and promote existing methods for building a more inclusive society;



> other corporate foundations.

We are convinced that we can act more effectively to combat exclusion by working with other foundations. Corporate foundations are tending to make contact with each other, exchange best practices and cooperate to provide better assistance for project leaders.

On the initiative of the VINCI Foundation, **a book written by four french foundations and coordinated by the news agency Reporters d'Espoirs**, illustrates the way that the world of corporate sponsorship is organising itself. These links between foundations have already generated direct and positive effects for the people working to combat exclusion, providing more effective support both in terms of volume and quality.



■ Supporting green growth

Some 50% of the projects supported by the Foundation concern activities addressing environmental issues (organic market gardening, waste recycling, new natural materials, HQE (high environmental quality) construction, etc.). These fast-growing activities provide employment opportunities for people excluded from the mainstream labour market.

Drawing on this observation, **the Foundation is developing its support of green activities**. One example: with the VINCI Auto-routes companies and in close partnership with the Jardins de Cocagne network, it is setting up work-integration projects in **organic market gardening**. These innovative social integration workshops are trialling the concept on land adjacent to its motorways:

- > new integration paths thanks to activities in nearby service areas
- > new distribution channels by selling the organic fruit and vegetables produced to motorway users
- > social integration schemes in country areas, where they are thin on the ground, thanks to the mobility offered by the motorway.

The first garden was opened in September 2010 on the Auly service area (A19).



2010 HIGHLIGHTS

Acting as a link with Group employees

The VINCI Foundation does more than simply make financial grants to project leaders. It plays a particularly active role in helping VINCI employees progress in their civic engagement and participate in the Group's humanistic objectives:

> by encouraging **responsible purchase of services** from social integration enterprises (20 structures supported in 2010) or organisations helping disabled people (four structures supported in 2010): of the 112 projects supported in 2010, 24 structures offer services to business as a way of responding to social clauses. These service providers are listed in the **Social Subcontracting Directory** produced by the Foundation. It was disseminated in 2010 to 4,500 VINCI buyers and is available to all Group employees in the form of a search engine on the Foundation intranet (disability/integration, region, activities);



> by encouraging **recruitment of people having completed integration-track programmes** and helping stabilise them in employment through appropriate individual support and counselling;

> by organising **regional meetings**: the Foundation increased the number of meetings in 2010, with three meetings in Nancy, Lyon and Paris. These events allowed the Foundation and the VINCI regional Pivot Clubs to bring together social integration experts and VINCI employees, showcase the role of sponsors involved in local projects, communicate about the role of the Foundation, increase its visibility and effectiveness and improve employees' understanding of its work;



Lyon, 7 October 2010



> by paying tribute to its sponsors through **a travelling photo exhibition** featuring some of the finest reports produced by Luc Benevello, the Foundation's photographer. The "Tous Parrains" (All Sponsors) exhibition illustrates the Group's commitment to social action by showcasing our employee-sponsors in the different French regions, together with the actions they support. Composed of 12 modular panels, it will be touring VINCI companies in France in 2011: Cegelec, VINCI Immobilier, ASF, etc.



Targeted and sustainable internationalisation

The approach has expanded outside France, with **the creation of a network of sister foundations in other countries**. Care is taken to adapt the selection criteria to the particular context in each country, thereby strengthening appropriation of the approach by local companies and teams.

> One such sister foundation is already operational in the Czech Republic (2008), a German foundation is growing fast (2010) and a Greek foundation is being set up.

> Likewise, ISSA (Sogea-Satom Initiatives for Africa) receives support from the VINCI Foundation to expand its initiatives in Africa.



PROMOTING ACCESS TO EMPLOYMENT

In a situation of structural unemployment, a growing number of people find themselves excluded from the labour market. Working through the Foundation, VINCI employees commit to helping structures that work on the three key factors for gaining access to employment: integration through work to support people excluded from the labour market and help them find a stable job; training to help young people without qualifications get their foot on the ladder; and mobility, a crucial condition of employability.

- INTEGRATION THROUGH EMPLOYMENT
- TRAINING AND QUALIFICATION
- ROAD BACK TO EMPLOYMENT



INTEGRATION THROUGH EMPLOYMENT

“Some 35% of jobseekers in France have been unemployed for over a year. Integration through work structures play a crucial role in preventing these situations becoming permanent by helping people move back into employment. They offer people in difficult circumstances a productive activity combined with individual socio-professional counselling.

One type of structure, the neighbourhood social association, has opted for a local approach to integration. On the one hand, they operate paid services in management of public spaces (upkeep of green spaces or roads); on the other, they offer activities of social interest such as community gardens, cafés and sewing workshops. We focus particularly on mobility and training for young people. The goal is for residents to take back control of their neighbourhood by participating in its upkeep and the activities organised. And it works! From creation of the first model in 1985, there are now 140 such associations, employing almost 8,000 people in 2010, 40% of them under conventional work contracts and 60% under assisted contracts.”

Zinn-Din Boukhenaissi
general manager of the French
neighbourhood association
liaison centre
Interviewed by Claire Aubé
Reporters d'Espoirs news agency

Jardin de la Voie romaine - Centre

■ A member of the Jardin de Cocagne network, the *Jardin de la Voie romaine* is a social integration workshop that helps people excluded from the labour market move into employment. It operates on the same general principle as the parent network, i.e. organic market gardening workshops with the produce being sold to member consumers in the form of weekly boxes. But the *Jardin de la Voie romaine* also takes an innovative approach: VINCI's involvement in this project has enabled it to develop a tool for integration in a poor rural area by combining market gardening with complementary activities (reception of the public, catering/hotel services, upkeep of green spaces), while also guaranteeing mobility at the service of employment (the garden is located close to motorway services).



■ Lastly, this Jardin de Cocagne project is trialling new sales outlets through sale of fruit and vegetables to users of the A19 in the regional products section of the service area and to the restaurant on the site.

■ By helping set up a Jardin de Cocagne on land adjacent to the Loiret service area on the A19, VINCI Autoroutes is helping to create new tools to combat social exclusion. In the longer term, the garden will employ 15 people on integration contracts and a permanent team of three supervisors.

FOUNDATION SUPPORT

■ **Grant:** €25,000 to buy agricultural equipment.

■ **Sponsors:** **Marc Bouron**, deputy director of construction for Cofiroute (**VINCI Autoroutes**), and **Thierry Maillé**, Cofiroute sector manager (**VINCI Autoroutes**) in the Orléans centre, helped create the non-profit organisation and sit on its board of directors. They envisage many collaborative ventures: providing a space in the service area to market the produce, subcontracting upkeep of green spaces, providing worksite safety advice and counselling on job-seeking techniques, support for communication, etc.

“Even if you sometimes think you don't have enough time to spare, as soon as you become a sponsor, the magic does its work! Discovering a new approach to things and meeting people that you don't usually encounter are a great source of personal and professional growth.”



Marc Bouron
Cofiroute
(VINCI Autoroutes)



Thierry Maillé
Cofiroute
(VINCI Autoroutes)

Thierry Maillé

Integration through employment



1



2

Naturel Home 1

Pénélope 2

AQUITAINE



■ ARE 33

Integration in companies and services to households
(Gironde – Bordeaux)

Non-profit organisation: cleaning, green spaces, services to households

Sponsorship: €10,000
Laurence Ruot, executive secretary at TMSO (**VINCI Construction**), and **François Vittori**, director of building activity for **VINCI Construction France** in North Aquitaine, plan to subcontract the cleaning of site bungalows to **ARE 33** and offer jobs on VINCI worksites.

■ Régie de quartier de Cenon

A useful and responsible collection and recycling centre
(Gironde – Cenon)

Neighbourhood social association: upkeep of outdoor spaces and creation of a neighbourhood collection and recycling centre

Sponsorship: €15,000
Henri Merlet, head of the price studies department at **VINCI Construction France** in Bordeaux, has been supporting this structure since its first grant. He offers development advice and promotes the structure with Group companies with the aim of encouraging them to award it subcontracting work.

AUVERGNE



■ Naturel Home

Rebuild your life by building low-cost, ecological homes
(Haute-Loire – Le Puy-en-Velay)

Social integration enterprise: eco-construction of houses using wood and straw

Sponsorship: €26,500
Philippe Lebrou, director of Merle (**VINCI Construction**) in Langeac, supports the director of **Naturel Home**. He offers advice on organisation, helped define job specifications for an HR management position and is setting up a prevention and safety procedure on worksites (formulating procedures, visits to Merle workshops, regulatory advice), develops subcontracting work and participates in the design of wooden worksite bungalows (goal: 15% energy savings).

■ Pénélope

Textiles etc.
(Allier – Montluçon)

Social integration workshop: collection of used textiles, laundry/ironing/mending service, creation and rental of fancy-dress outfits

Sponsorship: €21,000
Marc Bertoletto, works director with Sobea Auvergne (**VINCI Construction**) in Clermont-Ferrand, **Anne Modenel**, QSE engineer with Dumez Lagorsse (**VINCI Construction**) in Clermont-Ferrand, and **Denis Grimaud**, works engineer with Renon (**Eurovia**) in Montluçon, are helping to reorganise the workshop (flow management, optimisation of work stations, signage) and production of a single, updated safety document.

BOURGOGNE



■ Ace 71

Integration in companies
(Saône-et-Loire – Chalon-sur-Saône)

Social integration enterprise: metalwork and building

Sponsorship: €15,000
Hervé Piau, administrative and financial manager for PPC-Freyssinet (**VINCI Construction**) in Le Creusot, plans to subcontract work to Ace 71 and offer vacant positions to employees on integration schemes. Other forms of collaboration between the manager of the social integration enterprise and PPC’s production manager are in the pipeline. *Ace 71* has also made contact with C3B (**VINCI Construction**) and **Eurovia** to discuss subcontracting possibilities in construction and public works.

■ Avenir Environnement

Getting back on track for growth
(Côte-d’Or – Talant)

Social integration workshop: upkeep of green and natural spaces, building

Sponsorship: €20,000
Bruno Badin, head of the **Eurovia** Dijon agency, has been working with *Avenir Environnement* for two years. He has offered people on integration contract work placements and workplace assessments in his company. He also provides valuable advice to the structure in managing its budget and developing its activity: workplace assessments for people on integration schemes, recruitment, development advice.

BRITTANY



■ Fédération d’animation rurale en pays de Vilaine

Art and entertainment trades
(Ille-et-Vilaine – Redon)

Community education non-profit organisation and social integration workshop in the art and entertainment trades

Sponsorship: €23,000
Christophe Houix, group leader with Freyssinet West Region (**VINCI Construction**) in Nantes, supports the organisation, helps employees on integration contract build bridges to the world of work and supports performances put on in the Nantes/Redon region.

■ Nature solidaire

Heating with wood
(Morbihan – Elven)

Social integration enterprise: using wood as an energy source

Sponsorship: €15,000
Jean-Louis Le Malefan, director of EGC Canalisation (**VINCI Construction**) in Questembert, advises *Nature Solidaire* on developing its activity, helps it formulate responses to calls for tender and offers work placements in his company to employees on integration contract.

Integration through employment



3



4

3 Avenir Environnement

4 Fédération d’animation rurale en pays de Vilaine

CENTRE

■ **Alpej**
Construction interior works and green spaces
(Loiret – Montargis)

Social integration enterprise: construction interior works, green spaces, cleaning, laundry, low-cost removal services

Sponsorship: €20,000
Hugues Exurville, works supervisor with GTM Bâtiment (VINCI Construction) in Nanterre, supports development of the structure by providing technical advice on worksites, monitoring drafting of quotes and promoting its services with Group companies.

■ **Castel Renaudais Insertion**
Ecological solutions
(Indre-et-Loire – Château-Renault)

Social integration workshop: upkeep of natural spaces, construction interior works, eco-construction, mobility and IT workshop

Sponsorship: €18,000
Éric Merle, at the time head of the Cofiroute Monnaie operations centre (VINCI Autoroutes), and **Jacky Nardeux**, viability and upkeep supervisor in the same entity, subcontract part of their activity – cleaning and upkeep of green spaces – to the organisation.

■ **Construir'Eco**
Production of hemp bricks
(Indre-et-Loire – Montreuil-en-Touraine)

Social integration enterprise: eco-construction, production of agro-materials for the construction industry

Sponsorship: €25,000
Didier Boschetti, works director with GTM (VINCI Construction) in Tours, and **Sylvain Blanchet**, works engineer with Eurovia Béton in Tours, provide technical advice and assistance with commercial development and are looking at awarding subcontracting work to the structure.

■ **Entr'aide ouvrière**
A new environmental workshop
(Indre-et-Loire – Tours)

A whole range of social assistance services: social integration workshops in the construction trades, recycling of pallets, management of emergency accommodation centres, social counselling

Sponsorship: €20,000
Patrick-Bernard Girard, director of operations with GTM Centre (VINCI Construction) in Tours and sponsor since 2005, is a member of the structure's steering committee, regularly subcontracts work to it and presents Group jobs to employees on integration contract.

Régie des quartiers de Joué-lès-Tours . Centre

- The *Joué-lès-Tours neighbourhood social association* was set up in 2004 in the priority action neighbourhood of La Rabière, a social housing complex where one-quarter of the town's residents live. In a situation where the unemployment rate is almost at 25%, its goal is to foster integration through work among the neighbourhood's residents, who contribute to improving living conditions in their local environment: upkeep of roads, the common areas of buildings, and laundry and mending services.
- A complementary scheme, Job's projects, enables young people from 16 to 18 from the town's three priority action neighbourhoods, to familiarise themselves with the world of work and discover different jobs through one- to two-week work placements in companies.



FOUNDATION SUPPORT

- **Grant:** €20,000 to purchase a second-hand worksite truck and equipment for upkeep of green spaces.
- **Sponsors:** **Jean-Luc Guiot**, viability and upkeep supervisor with Cofiroute (VINCI Autoroutes) in Chambray-lès-Tours, has been awarding subcontracting work to the association since 2008 (repair of fencing and mowing work on the motorway network). He advises the structure on prevention and safety. The association also participated in various summer activities in the rest areas.



Jean-Luc Guiot
Cofiroute
(VINCI Autoroutes)

“ We have been awarding upkeep of fencing and mowing work in our network to the association since 2008 and they do a very professional job! It's a great way of helping people with little contact with the world of work to regain their confidence and get their foot on the ladder. ”

Copiver - Paris region

- *Copiver* is a sheltered workshop based in the south of the Paris region that started up its activities at the end of 2009.
- It specialises in high-quality digital reproduction, mail shots and routing and employs 12 disabled people trained in the different production jobs in the workshop. The goal is to double the workforce in 2011.
- *Copiver* is also a front-runner in terms of sustainable development: it uses only paper sourced from sustainably managed forests (PEFC and FSC), and has obtained the Imprim'Vert label.



FOUNDATION SUPPORT

- **Grant:** €25,000 to co-finance purchase of a digital printing press.
- **Sponsors:** **Vanessa Chartan**, regional human resources manager in the Nord-Est office of VINCI Park (VINCI Concessions), **Benoît Faure**, at the time HR advisor with VINCI Park in Nanterre, and **Karine Demenat**, communication manager with VINCI Construction France in Nanterre, work together to promote *Copiver* in their departments and local Group entities.



Vanessa Chartan
VINCI Park
(VINCI Concessions)



Karine Demenat
VINCI Construction France
(VINCI Construction)



Benoît Faure
VINCI Park
(VINCI Concessions)

“ Being sponsor of a project like this opened my eyes to all the things you can do as a company to support smaller structures. We often think we will never have the time and that other people will do it in our stead. But when I was given this opportunity to be active rather than passive, I seized it straight away! ”

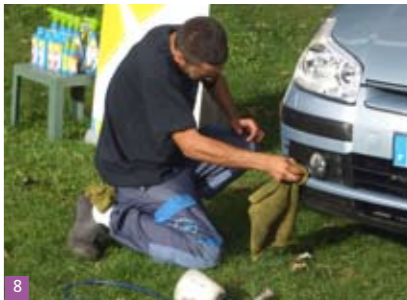
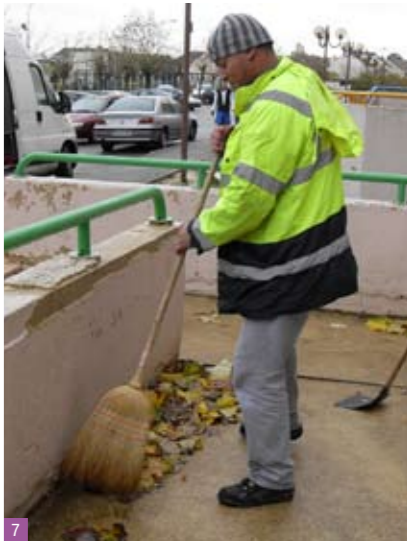
Vanessa Chartan

- **Reconstruire ensemble**
Promoting community activities and low-cost removals (Loiret – Mainvilliers)
Neighbourhood social association: promoting community activities and assistance with work integration (social integration workshops in building and green spaces)
Sponsorship: €16,000
Jean-Philippe Turcaud, project manager at Freyssinet France (VINCI Construction) in Palaiseau and sponsor since 2008, sits on the association’s board of directors and advises it on its strategy: presents the realities of working in a company, advises it on responding to calls for tender, and helps find work placements in Group subsidiaries for employees on integration contract.
- **Sinéo Châteauroux (Imeij 36)**
Another step towards integration (Indre – Châteauroux)
Social integration enterprise in the process of creation: waterless car wash
Sponsorship: €20,000
Philippe Vigroux, head of the Eurovia Châteauroux agency, provides management and development advice and sales support.

- FRANCHE-COMTÉ**
- **Gare-BTT**
A new archæological project (Doubs – Besançon)
Social action service and federation of social integration enterprises: building, rescue archaeology, industrial subcontracting
Sponsorship: €20,000
Thierry Cavey, profit centre manager with **Campenon Bernard (VINCI Construction)** in Étupes, and **Alexis Martin**, price studies engineer in the same entity, have been working for several years with *Gare-BTT* on subcontracting and co-contracting projects. **Jean-Marc Bonnamain**, director of SBM TP (VINCI Construction) in Beaume-les-Dames, has joined forces with them to open up new avenues of collaboration.

- PARIS REGION**
- **Emmaüs La Friperie solidaire**
A new sewing workshop (Val-de-Marne – Alfortville)
Social integration workshop: collection, sorting and recycling of textiles, sewing workshop
Sponsorship: €19,000
Géraldine Deschamps, project manager with Santerne IdF Tertiaire (Energy business line) in Colombes, and **Jean Larmanjat**, price studies engineer with Sobea Environnement (VINCI Construction) in Émerainville, assist the organisation with its communication and developing its activities by providing advice on commercial strategy.

Integration through employment



7 **Reconstruire ensemble**
8 **Sinéo Châteauroux (Imeij 36)**



L'Intercommunal 9

Paris Cocagne 10

■ Femmes actives

Atelier Fer et Refaire (Seine-Saint-Denis – Saint-Denis)
Social integration workshop: sewing, laundry/ironing
Sponsorship: €15,000
Vanessa Lattès, at the time in charge of press relations for VINCI in Rueil-Malmaison, and **Bertrand Challeau**, studies engineer at Watelet TP (Eurovia) in Gennevilliers, help the organisation develop its sales (sales stands in the company, laundry service for work clothes, etc.) and advise it on communication and prevention/safety.

■ La Licorne

Community education to serve the economy (Paris)
Social integration workshop: construction interior works in the framework of a community education structure
Sponsorship: €23,500
Hervé Malcorpi, sales director, Paris Region, with Signature (Eurovia), **Mélanie Maënhaut**, legal expert for VINCI Construction Grands Projets, and **Stéphanie Le Bourgeois**, project manager with VINCI Construction France, help the structure develop its business by providing communication tools, supporting the change in status to social integration enterprise, drafting personnel secondment contracts, fund raising, treasury management and presentation of jobs in construction and public works.

■ L'Intercommunal

Renovation of heritage buildings in Seine-et-Marne (Seine-et-Marne – La Brosse Montceaux)
Social integration workshop: renovation of small heritage buildings, the environment
Sponsorship: €22,000
Sébastien Bodé, head of the EJL (Eurovia) Cannes-Écluse agency, and **Philippe Poirier**, at the time regional manager of EJL IDF (Eurovia) in Grigny, advise the organisation on assessing worksite costs and prevention/safety. They also award subcontracting work to the structure.

■ Paris Cocagne

Organic market gardening in the Yvelines department (Magny-les-Hameaux)
Social integration workshop: organic market gardening and sale of weekly vegetable boxes
Sponsorship: €20,000
Hilaire Caillault, assistant to the manager of the toll projects and support department with Cofiroute (VINCI Autoroutes) in Sèvres, and **Philippe Leban**, business unit manager, Lesens Erea (Energy business line) in Tours, advise the organisation on its activity and human resources management.

■ Régie de quartier Fécamp-Paris 12

New services (Paris)
Neighbourhood social association: upkeep of roads, works, buildings
Sponsorship: €15,000
Dominique Brunaud, director of operations, and **Assaël Ehrmann**, operations manager at CBC (VINCI Construction), offer technical assistance for small projects and advise on development.

Bati'Toit - Haute-Normandie

- Non-profit organisation *Bati'Toit* focuses on three main areas of action: housing for underprivileged people, work integration and sustainable development. It builds houses in the very low-cost social housing category, that are very energy efficient and are built by people on social integration schemes.
- *Bati'Toit's* timber-frame houses are delivered ready for use. Three houses will be built this year and the activity is expected to grow on a gradual basis.



Smaïn Guendouz
Sdel Applimatic
(Energy business line)



Bruno Peter
Sdel Applimatic
(Energy business line)

“ I feel I get more out of being a sponsor than I give. I've really learned something. My way of seeing things has changed, my personality too. In reality, this social action has been as instructive for me as for the employees on the integration contract. ”

Bruno Peter

FOUNDATION SUPPORT

- **Grant:** €20,000 to buy a travelling crane for the construction workshop.
- **Sponsors:** **Smaïn Guendouz**, project manager with Sdel Applimatic (Energy business line) in Harfleur, and **Bruno Peter**, works manager in the same entity, help the organisation develop its business by providing technical and sales advice.

Integration through employment



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Régie de quartier Flora Tristan

Vet'Aime

▪ Régie de quartier Flora Tristan

Extra services
(Paris)

Neighbourhood social association: upkeep of roads and green spaces, providing services to households

Sponsorship: €15,000

Éric Gastine, director of development with Soletanche Bachy (VINCI Construction), presents the Group's jobs to employees on integration contract and plans to give them access to professional training sessions organised by his company. He also arranges worksite visits.

LANGUEDOC-ROUSSILLON



▪ Brillo

Cleaning and integration
(Aude – Narbonne)

Social integration enterprise: cleaning and upkeep of work premises

Sponsorship: €17,000

Michèle Gibert and Laurent Noé, employees in the client and communication department of the regional operations office of ASF (VINCI Autoroutes) in Narbonne, promote the structure with other VINCI companies with the aim of finding subcontracting work and offer work placements to employees on integration contract.

LIMOUSIN



▪ Les Restaurants du Cœur Corrèze

Market gardening for integration
(Corrèze – Malemort-sur-Corrèze)

Social integration workshop: market gardening and delivery of vegetables to Restaurants du Cœur outlets.

Sponsorship: €25,000

Christian Manière and Jérôme Cremoux, Sdel Brive (Energy business line), offer development advice for the workshops and put the organisation in touch with Group business units to provide material assistance for the project.

▪ Sinéo Limoges

Ecological car wash
(Haute-Vienne – Limoges)

Social integration enterprise: ecological, waterless car wash

Sponsorship: €15,000

Thierry Roujean, business unit manager, Batifoix (the Energy business line) in Saint-Mathieu, offers management and development advice and commercial support.

▪ Vet'Aime

Recycling of clothing
(Corrèze – Brive)

Social integration workshop: collection, recycling and sale of clothing

Sponsorship: €15,000

Christian Manière and Brigitte Bouzeriba, Sdel Limousin (Energy business line) in Brive, offer development and communication advice and provide material assistance.

MARTINIQUE



▪ Acise

Clothing shop
(Martinique – Fort-de-France)

Non-profit organisation focusing on social and professional reintegration

Sponsorship: €16,000

Maurice Vallée, sector manager at VINCI Park (VINCI Concessions) in Fort-de-France, and Yann Honoré, managing director of Caraib-Moter (Eurovia), support the organisation's development; they provide material assistance and support for people keen to find work.

MIDI-PYRÉNÉES



▪ Atelier 82

Developing the activity
(Tarn-et-Garonne – Montauban)

Sheltered workshop: cleaning work premises and upkeep of green spaces

Sponsorship: €20,000

Yves-Marie Péard, business unit manager, Démarais (Energy business line) in Montauban, sits on the board of Atelier 82. He has awarded a cleaning contract to the organisation for his business unit. Jean-Philippe Maiques, Montauban district, ASF (VINCI Autoroutes), asked Atelier 82 to carry out upkeep of green spaces around the offices. The two sponsors support the sheltered workshop in developing its business.

▪ Envie 2E Midi-Pyrénées

Professionalisation of activities
(Haute-Garonne – Portet-sur-Garonne)

Social integration enterprise: collecting and recycling waste electrical and electronic equipment

Sponsorship: €18,000

Michel-André Tirat, business unit manager, Tunzini (Energy business line) in Colomiers and sponsor since 2007, advises the structure on how to develop its activity and supports its commercial development.

▪ Les Jardins du Comminges

Growing vegetables for reintegration
(Haute-Garonne – Saint-Gaudens)

Social integration workshop: organic market gardening and green spaces projects

Sponsorship: €25,000

Olivier Turcan and Antoine Peytavy, head of the Toulouse and Saint-Gaudens districts respectively with ASF (VINCI Autoroutes), develop ties between ASF and Jardins du Comminges employees (mutual visits). They offer advice for development, provide work placements and workplace assessments for employees on integration schemes, and subcontract upkeep of ASF green spaces to the organisation's specialised team.

Integration through employment



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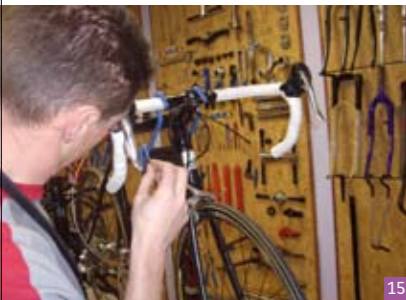


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Acise

Les Jardins du Comminges

Integration through employment



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Lille Sud Insertion 15

AISP 16

■ **Reynerie Services**
Neighbourhood services
(Haute-Garonne – Toulouse)

Neighbourhood social association: cleaning work premises and upkeep of green spaces in a disadvantaged neighbourhood, outreach activities and mediation in the neighbourhood

Sponsorship: €12,000
Patrick Villaescusa, accounting manager at VINCI Energies Production et Transport d’Energie in Toulouse (**Energy business line**), and **Philippe de Villèle**, South-West regional director with **VINCI Immobilier**, help the association develop its sales and offer advice in management, organisation, budget management and accounting.

NORD - PAS-DE-CALAIS



■ **Lille Sud Insertion**
Bike workshop in the city centre
(Nord – Lille)

Training structure (outreach and counselling for adults excluded from mainstream society) and local technical centre managing six social integration workshops: ironing/ mending, construction interior works, upkeep of green spaces, cleaning and urban cleaning, bike workshop (repair, rental, sale)

Sponsorship: €26,000
Mohamed Touré, maintenance methods engineer with Optéor (**Energy business line**) in Avelin, and **Isabelle Rose**, operations manager with VINCI Park (**VINCI Concessions**) in Lille, offer advice for setting up the new bike workshop (organisation, quality/safety, monitoring the activity) and are considering promoting the service in VINCI car parks.

■ **SCI Nord**
Organic food
(Nord – Lille)

Social integration workshop: logistics, market gardening and sale of organic produce

Sponsorship: €20,000
Patrick Delpont, sector manager, and **Fatima Saker**, secretary with VINCI Park (**VINCI Concessions**) in Lille, help the organisation develop its activity, offer material assistance where required and advise it on communication.

PAYS DE LA LOIRE



■ **AISP**
Environmental jobs
(Sarthe – La Flèche)

Social integration workshop: organic market gardening and upkeep of natural spaces

Sponsorship: €15,000
Stéphane Vallette, business unit manager, Opteor (**the Energy business line**) in Le Mans, advises the organisation on development and management, and promotes *AISP* with Group business units for possible subcontracting partnerships.

■ **Archipel-Patmouille**
Jobs in household linen
(Loire-Atlantique – Vallet)

Social integration enterprise: textile collecting, sorting and recycling, laundry/ironing

Sponsorship: €21,000
Fabienne Laurenceau, communication manager with Eurovia in Nantes (and client of the enterprise), **Stéphanie Barto**, communication and training officer with **VINCI Construction France** West delegation, and **Denis Raguin**, water treatment director in

the same entity, will be pooling their skills to help *Archipel-Patmouille* develop its activity – advices on communication, quality/safety, commercial strategy – and promoting its services to Group companies.

■ **Esat Les Prairies (Adapei 72)**
New catering service
(Sarthe – Le Mans)

Sheltered workshop providing medical and social assistance (ESAT) employing disabled people: catering, laundry, industrial subcontracting, metalwork and packaging workshops

Sponsorship: €10,000
Régis Branchu, head of the Cofiroute operations centre in Le Mans (**VINCI Autoroutes**), **Sylvie Lejard**, purchasing/ finance management assistant in the same entity, **Mélinda Emery**, human resources officer in the Cofiroute Centre West regional office, and **Jean-Pierre Poirier**, project manager with GT Azur (**Energy business line**) in Champagné, make regular use of the organisation’s services and promote them with their network of contacts. They also advise it on quality/safety issues.

■ **Part’Agri**
Agricultural services to foster social integration
(Maine-et-Loire – Chemillé)

Social integration enterprise: services in the poultry-farming sector, specialised cleaning/ disinfection of agricultural or industrial premises, upkeep of green spaces

Sponsorship: €13,500
Christine Plassais, viability engineer for the Chemillé district with ASF (**VINCI Autoroutes**), awards subcontracting work (clearing undergrowth, cleaning buildings) to the organisation and advises *Part’Agri* on operational reorganisation and commercial development.

■ **Trocantons**
Collection and recycling centre
(Loire-Atlantique – Pannece)

Social integration enterprise: recycling and sale of objects and textile items collected from local residents

Sponsorship: €15,000
Damien Durandière, maintenance viability supervisor with Cofiroute (**VINCI Autoroutes**) in Ancenis, is a volunteer with the organisation. He promotes *Trocantons’* activity with Group companies to help it develop its sales.

POITOU-CHARENTES



■ **Lanatural**
New ways of using wool from flocks in the Poitou region
(Deux-Sèvres – Vasles)

Social integration enterprise: farm stays, production and marketing of a natural insulation material produced from sheep’s wool

Sponsorship: €10,000
Laurent Celerier, head of the Eurovia Niort and Poitiers agencies, and **Jean-Marc Bisson**, works engineer with Eurovia in Niort, help the structure develop its sales and inform Group companies about the services it offers.

Integration through employment



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17 Part’Agri

18 Trocantons

Champ des Cimes - Rhône-Alpes

- The social integration enterprise *Champ des Cimes*, located near Chamonix, is specialized in showcasing the heritage of this mountainous region. It carries out traditional masonry work and upkeep of natural spaces.
- In 2008, *Champ des Cimes* also created a three-hectare mountain itinerary for tourists, evoking the different stages of a hike in the mountains: discovery of plants and landscapes that change with altitude and educational spaces to explain certain natural phenomena. The finishing touch: at the highest point of the garden, visitors are treated to a fantastic view of the Mont Blanc! The different activities give people without any qualifications an opportunity to start defining their professional objectives.



Jean-Marc Bontron
GTM Annecy - Pays de Savoie
(VINCI Construction)

“ This partnership has enabled us to initiate and showcase our involvement in social integration. We discuss matters frequently and the feedback goes both ways. It’s a concrete way of putting into practice VINCI’s credo – real success is the success you share. ”

FOUNDATION SUPPORT

- **Grant:** €20,000 for construction of a new bio-climate building.
- **Sponsor:** Jean-Marc Bontron, director of GTM Annecy-Pays de Savoie (VINCI Construction), has been helping *Champ des Cimes* develop its activities for five years.

- **Le Relais**
Production and recycling of wooden pallets
Social integration enterprise: production and recycling of industrial pallets, recycling of wood waste
Sponsorship: €25,000
Patrick Gay, manager of Fradin Bretton (Energy business line) in Bressuire, sponsor of the organisation since 2008 and now member of its board of directors, offers advice on strategic development of the activity.

- **SIE Vals de Saintonge**
A new organic vegetable garden (Charente-Maritime – Bignay)
Social integration workshop and enterprise: upkeep of natural spaces, construction interior works, organic market gardening and sale of weekly vegetable boxes
Sponsorship: €26,000
Sébastien Mattéi, manager of the SEC TP agency (Eurovia) in Saint-Hilaire-de-Villefranche, and Hervé Myon, head of the ASF Saintes district (VINCI Autoroutes) subcontract small masonry work and upkeep of green spaces (clearing undergrowth, pruning, wood waste processing).

PROVENCE-ALPES-CÔTE D’AZUR

- **2F La Table de Cana**
Catering and integration (Bouches-du-Rhône – Marseille)
Social integration enterprise: catering for special events, organising receptions, contract catering
Sponsorship: €28,000
Barbara Charpentier, prevention coordinator at the Césame centre in Plan de Campagne (VINCI Construction), Sandra Gallissot-Gaillard, HR manager with Cegelec Sud-Est (Energy business line), and François Boscher, HR manager with Eurovia in Aix, encourage the structure to develop its sales and advise it on prevention/safety, reducing energy consumption and legal matters.

- **Actif Azur**
IT recycling and integration (Alpes-Maritimes – Antibes)
Social integration enterprise: renovation and resale of computers, IT help service
Sponsorship: €15,000
Gilles Barale, general foreman with Triverio (VINCI Construction) in Nice and client of Actif Azur, and Béatrice Thouvenin, head of the integration and cross-company issues department with Escota (VINCI Autoroutes) in Mandelieu, help promote Actif Azur’s activities in the Group and donate equipment (computers).

Integration through employment



19 2F La Table de Cana
20 Actif Azur



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Cap Marseille 21

Les Environneurs 22

■ Cap Marseille

Sailing and environmental education to serve integration
(Bouches-du-Rhône – Marseille)

Social integration workshop: showcasing local maritime, natural and cultural heritage

Sponsorship: €19,500
Vincent Mugnier, Regional HRD for **VINCI Construction France**, and **Stephan Kitchiguine**, head of the IT department with Campeon Bernard Sud-Est (**VINCI Construction**) in Marseille, sponsors since 2007, represent their respective companies in the organisation’s “Partners” unit, participate in the activities proposed and support job-seeking initiatives for employees having completed their integration track.

■ Les Environneurs

Integration and environment
(Hautes-Alpes – Gap)

Social integration workshop: upkeep and rehabilitation of natural spaces, woodworking workshop

Sponsorship: €25,000
Pierre Motet, skilled worker with La Routière du Midi (**Eurovia**) in Gap, **Alain Segui**, head of the Val de Durance sector with Escota (**VINCI Autoroutes**), and **Solange Roldan**, sector manager of the environmental management system in the same entity, pool their skills to help the organisation develop its activities: technical advice (secondment of personnel to projects), periods of immersion in the company for employees on integration schemes, commercial partnership (upkeep services on the motorway network).

RHÔNE-ALPES



■ Alvéole

A platform dedicated to eco-construction
(Haute-Savoie – Saint-Pierre-en-Faucigny)

Social integration workshop focusing on eco-renovation and management of natural spaces

Sponsorship: €20,000
Lionel Blanchard, business unit manager, Sdel Savoie-Léman (**Energy business line**), and **Patrice Vaudey**, project manager in the same entity, offer development advice and technical advice on construction of its new offices.

■ Ascise

Building wooden structures
(Ardèche – Saint-Péray)

Social integration workshop: construction and renovation of buildings using ecological methods

Sponsorship: €20,000
Claude Montagnat, business unit manager, Gaude (**Energy business line**) in Romans-sur-Isère, already supports the organisation in the context of an entrepreneurs’ club. He promotes the structure with Group business units to help it find subcontracting work and job offers, and advises it on developing its activity.

Plate-forme d’insertion par l’humanitaire et la coopération . Rhône-Alpes

■ *The platform for integration through humanitarian activities and cooperation* (French acronym PIHC) based in Romans sur Isère, offers a range of activities to people excluded from mainstream society with the aim of helping them move back into employment. As a social integration workshop and training organisation, this platform provides a broad array of complementary activities.

■ It is keen to diversify its integration activities and strengthen its training programme by creating new jobs related to sustainable development. The structure’s woodworking workshop in Romans is expanding rapidly: production of modular, temporary ecological toilet facilities for events, setting up a wooden framework and structural elements workshop for eco-construction, production of worm composting toilets, design and production of green roofs for public buildings.

FOUNDATION SUPPORT

■ **Grant:** €24,000 to purchase woodworking equipment and logistics, hygiene and safety equipment.



■ **Sponsors:** **Didier Reynaud**, roads and safety operating assistant, **Stéphane Grandserre**, human resources manager, **Mohamed Zaouech**, head of the Valence district, and **Nicolas Cheval**, administrative and financial manager, all with the Rhône Alpes Auvergne regional office of ASF (**VINCI Autoroutes**), play an active role in *PIHC*’s development. They offer work placements enabling people to discover the business world, train permanent staff in use of IT software, provide administrative and financial support, encourage networking for operational aspects and are setting up a “concession” structure for ecological toilets intended for temporary events.



Nicolas Cheval
ASF (VINCI Autoroutes)



Stéphane Grandserre
ASF (VINCI Autoroutes)



Didier Reynaud
ASF (VINCI Autoroutes)



Mohamed Zaouech
ASF (VINCI Autoroutes)

“ We are four sponsors who advise the organisation, with very complementary roles reflecting our respective jobs with VINCI. This has also enabled us to create a network and open up to the non-profit sector. It’s a change from our everyday issues and activities. It’s a real win-win situation. ”

Stéphane Grandserre
and **Mohamed Zaouech**

Integration through employment



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▪ L'Orangerie

Cleaning and green spaces
(Rhône – Rillieux-la-Pape)

Sheltered workshop: creation and upkeep of green spaces, industrial cleaning and services

Sponsorship: €20,000

Bertrand Brunie, at the time head of the ASF Chanas district (**VINCI Autoroutes**), and **Gilles Simond**, viability assistant in the same entity, award service contracts in the network to the structure: clearing undergrowth, pruning, upkeep of fencing and sanitary facilities.



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L'Orangerie 23

Parenthèse 24

▪ Mirly solidarité

Upgrading the woodworking workshop
(Rhône – Lyon)

Work integration non-profit organisation and social integration workshop in woodworking

Sponsorship: €10,000

Philippe Bonnet, regional director of **VINCI Construction France** in Lyon, has been supporting the organisation since it was awarded its first grant in 2009. He advises it on developing its activity and helps build relations with Group companies for subcontracting work, job offers and training.

▪ Parenthèse

Development of the *Jardin de Cocagne*
(Ardèche – Touloud)

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

Sponsorship: €15,000

Emmanuel Morand, director of Coca Sud-Est (**VINCI Construction**) in Valence, works with *Parenthèse* on social integration initiatives: worksite visits, participation in the organisation's monitoring committee and offering work placements and jobs to people on integration schemes.



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TRAINING AND QUALIFICATION

“In 2009, almost half of young people with no qualifications other than a junior high school diploma were unemployed. Globally, unemployment among people without qualifications is close to 15%, i.e. six points higher than the average. Helping them obtain qualifications through work is crucial.

In the Chênelet group, we wanted to combat the reductionist approach whereby people with few or no qualifications are steered towards production of low-status goods and services, and instead reinvent “social” work. All the group’s activities illustrate our determination to take the best of business and put efficiency at the service of the general interest. We offer people with little chance of finding employment training in organic market gardening and ecological construction. We seek solutions adapted to every technical constraint, by replacing computer interfaces by game consoles, for instance. The employees we train discover unsuspected talents and regain their self-confidence. In 20 years, we have trained 2,000 people and have become leader in the wood sector in the North.”

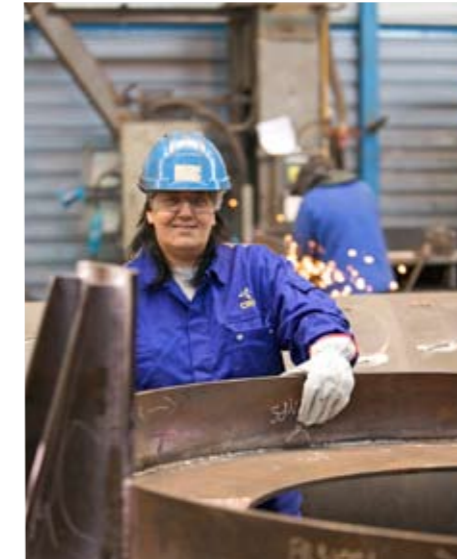
François Marty

managing director
of Réseau Chênelet

Interviewed by Claire Aubé
Reporters d’Espoirs news agency

Geiq métallurgie industrie Nord - Pas-de-Calais - Nord - Pas-de-Calais

- Set up at end 2009 under the impetus of Entrepose Contracting, the *GEIQ metal industry* employer group is already recognised as a tool for combating exclusion and obtaining qualifications that corresponds well to the metal industry background of the region with its very depressed labour market.
- In a region where 16,000 people have lost their jobs in the shipyards, the goal was to show that the industry was “worth it”. Recruitment demand for welders is high, despite the economic slowdown: in Dunkirk alone, there will be 3,000 job vacancies in the next five years.



FOUNDATION SUPPORT

- **Grant:** €23,000 to buy a service vehicle and IT and office equipment.
- **Sponsors:** **Dominique Bouvier**, chairman & CEO of Entrepose Contracting (**VINCI Construction**), **Christian Renard**, purchasing director for Entrepose Contracting in Colombes, and **Nicolas Boone**, human resources manager for CMP Dunkerque (**VINCI Construction**), sit on the GEIQ’s board of directors, advise on management and design of monitoring tools and recruit the people trained by it for jobs with CMP Dunkerque.



Nicolas Boone
CMP Dunkerque
(VINCI Construction)



Dominique Bouvier
Entrepose Contracting
(VINCI Construction)



Christian Renard
Entrepose Contracting
(VINCI Construction)

“I was a bit overwhelmed to start with but things gradually became clearer and I got more involved. Today I’m sponsor and chairman of the GEIQ. It’s very satisfying to support, encourage and advise people on the fringes of the labour market. In fact, some of them are really talented!”

Christian Renard

AFEP - Rhône-Alpes

- *AFEP* (Association forézienne d'écoles de production), created in 1991 in Saint-Étienne, aims to teach industrial production trades (mechanical jobs and metalworking) to young school drop-outs. A specific feature of this training school is the originality of its educational approach, which is based on practical instruction suited to young people who have mostly failed to thrive elsewhere.
- Over a two-year period, the young people design parts ordered by industrial companies in the region as part of their training to obtain a certificate as milling operator-adjuster or a vocational certificate as metal-worker/locksmith. In parallel, they carry out several work placements associated with theoretical training sessions in small groups, an approach that gives them the tools they need to obtain a job or continue with training.



Michel Canivet
Actemium
(Energy business line)

“AFEP was already a partner and a supplier. I wanted to give them extra help to develop. Now that I’m a sponsor, the goal is to put our partnership on a more permanent footing and create new links by recruiting the young people they train.”

FOUNDATION SUPPORT

- **Grant:** €24,000 to co-finance a new four-axis machining centre.
- **Sponsor:** Michel Canivet, Actemium business unit manager (Energy business line) in Saint-Étienne, has known *AFEP* for several years – his business unit paid the education tax to the structure. He regularly asks it to design industrial parts and advises it on developing new training paths.

AQUITAINE



■ Sport Emploi

A springboard for employment
(Gironde – Floirac)

Training centre for young people who have dropped out of school: training and vocational guidance through the practice and values of sport

Sponsorship: €14,000

Christian Surget, regional director with Sogea Sud-Ouest TP Hydraulique (**VINCI Construction**) in Pessac, **Joël Serre**, works director, and **Maryse Latestère**, executive assistant in the same entity, support Sport Emploi’s programme by organising presentations of Group jobs and worksite visits and offering work placements.

PARIS REGION



■ Zup de Co

Junior and senior high school students tackling school drop-out
(Paris)

Non-profit organisation: help with schoolwork for junior high students from underprivileged families through coaching by students from business schools or universities

Sponsorship: €20,000

Christian Perruchio, director of the garage service with VINCI Park (**VINCI Concessions**) in Nanterre, provides advertising space for posters promoting the work of *Zup de Co*. He organises presentations of Group jobs and promotes sale of the “Erase inequalities” rubber at VINCI.



1



2

1 Zup de Co

2 Sport Emploi

Training and qualification



NORD - PAS-DE-CALAIS



■ IEP Littoral

Working with wood
(Pas-de-Calais – Wimille)

Non-profit organisation: training centre for the wood trades, production of skittles and other traditional wooden games

Sponsorship: €25,000
Yann Duflos, business unit manager, Actemium (Energy business line) in Boulogne-sur-Mer, offers advice on equipment purchase and provides technical services.



IEP Littoral 3

Club Marpen 4

POITOU-CHARENTES



■ Club Marpen

Rehabilitating buildings and people
(Charente – Tusson)

Training workshop and social integration workshop: restoration and conservation of historic and heritage buildings, international youth workshops, cultural mediation

Sponsorship: €25,000
Renaud Montes, sales rep with Freyssinet (VINCI Construction) in Bordeaux, and **Jean-Jacques Frémont**, works supervisor in the same entity, offer technical advice on worksites and publicise jobs available in the Group (presentation of jobs, visits to historic monument worksites).



ROAD BACK TO EMPLOYMENT

“As a result of peri-urban development, housing is increasingly located far from areas of economic activity. The average home-work commute is almost 50 minutes for a worker in the big cities, versus 36 minutes elsewhere.

Improving mobility for poorer people is a way of bringing supply of and demand for employment together. It is also a platform for educating people in making choices: deciding on your mode of transport as a function of your objectives, constraints and representations. It is also a method of socialisation: learn to drive and at the same time how to conduct yourself!

FARE federates a network of French federations that aim to help underprivileged people with their mobility problems. Concretely, these federations help people obtain their driving licence through socially supportive driving schools and low-cost rental of cars and two-wheeled vehicles, or assistance in working out how to use public transport networks. We also contribute to development of these actions, welcoming 8,000 to 9,000 people a year, to whom we offer appropriate educational guidance.”

Catherine Lestre de Rey

general manager of FARE
(Federation of road associations
for education)

Interviewed by Claire Aubé
Reporters d'Espoirs news agency

Arside . Provence-Alpes-Côte d'Azur

■ How can you find a job if you have neither a driving licence nor any means of transport and you live in an isolated area? Since 2006, non-profit organisation Arside has been running two socially supportive driving schools in the Alpes-Maritimes department – in Valbonne-Sophia Antipolis and Vallauris – which lack adequate public transport. By doing this, Arside enables people on work integration schemes with very modest resources (around 100 people in 2010) to study for their driving licence – particular emphasis is put on raising awareness of road safety – and thereby solve their transport problems.

■ Theoretical classes in the road code and practical instruction are adapted to the difficulties of the people supported: a great deal of work is done on the vocabulary, understanding the specific signs, analysis of driver behaviour and management of stress.



■ Altogether, eight in ten people successfully pass the theoretical test and three out of ten obtain their licence first time around.

FOUNDATION SUPPORT

■ **Grant:** €15,000 to buy a new dual-control training vehicle.

■ **Sponsors:** Bernard Lyan, adviser to operations management with Escota (VINCI Autoroutes) in Mandelieu, and Jean-Charles Garaffa, prevention and safety assistant in the same entity, advise the organisation on refurbishing its premises and developing its activity. They also offer motorway road safety training sessions.

“Even if this reality is very far from my everyday experience, my role as a sponsor and my job with Escota are similar in terms of the human aspects: interpersonal relations and cross-cutting management are important in both cases.”



Jean-Charles Garaffa
Escota (VINCI Autoroutes)



Bernard Lyan
Escota (VINCI Autoroutes)

Bernard Lyan

Road back to employment



1



2

Agis 1

AIVE 2

LANGUEDOC-ROUSSILLON



■ Emmaüs Formation Insertion Montpellier

Mobility service
(Hérault – Saint-Aunes)

Social integration workshop: recovery, sorting and sale of used textile items, creation of a socially supportive electric bicycle rental service

Sponsorship: €20,200
Renaud Boyer, operations manager with VINCI Park (VINCI Concessions) in Sète, and **Olivier Brilleau**, head of the Gallargues district with ASF (VINCI Autoroutes), are supporting launch of a mobility service (advice on organisation, communication, management, steering) and facilitate the return to work for employees of the integration workshop (presentation of jobs, work placements, workplace assessments).

MIDI-PYRÉNÉES



■ Mob 65

Electric scooters
(Hautes-Pyrénées – Tarbes)

Non-profit organisation: rental of light motor cycles and electric scooters to facilitate work integration

Sponsorship: €14,000
Daniel Conturie, quarries engineer with SEABVA (Eurovia), plans to offer advice on development and establish contact with the structure to identify mobility requirements among its employees.

PAYS DE LA LOIRE



■ Agis

Community garage
(Maine-et-Loire – Saumur)

Social integration workshop: car repair

Sponsorship: €13,000
Alain Tenoux, head of the Sogea Atlantique BTP Hydraulique Agency (VINCI Construction) in Angers, and **Jean-Luc Brayé**, sector manager with VINCI Park (VINCI Concessions) in Tours, develop “job opportunity paths” on VINCI worksites and put the structure in contact with the GEIQ 49 employer group.

POITOU-CHARENTES



■ AIVE

Opening of a community garage
(Deux-Sèvres – Niort)

Mobility platform: community garage (social integration workshop), DIY repair workshop, low-cost rental of scooters and cars

Sponsorship: €22,500
Laurent Denis, communication manager with ASF (VINCI Autoroutes) at the Ouest-Atlantique regional operations office in Niort, **Gérald Cunin**, works supervisor in the same entity, and **Laurent Celerier**, regional manager for Poitou-Charentes with Eurovia, pool their skills: safety advice, prevention and road safety on motorways, purchasing advice, donation of vehicles, building bridges to the world of work (presentation of jobs, worksite visits, immersion).





BUILDING BETTER COMMUNITIES

To give concrete and effective assistance to the most vulnerable people, we must rethink our habit of individualism and join forces to build a fairer society. Solidarity and citizenship are the only tools that will let us reinvent and build better communities. This is why the VINCI Foundation offers Group employees the opportunity to collaborate with structures working to transmit civic values to young people and offer decent living conditions to every individual in the community, via initiatives that foster social integration or provide sustainable housing.

- YOUTH AND CITIZENSHIP
- SOCIAL INTEGRATION
- ACCESS TO HOUSING

YOUTH AND CITIZENSHIP

“Proof of their desire to make a personal contribution to the community, 40% of people aged 18 to 25 have a sense of civic engagement and need only a dedicated framework to put it into practice over the longer term. In parallel, there is a great need for volunteers in the field of social action. Lastly, we observe that our society offers few bridges between young people from different backgrounds, who are increasingly compartmentalised.

Drawing on these observations, for 15 years the non-profit organisation Unis-Cité has been providing a framework for civic engagement, a model for the 2010 act officialising civil service for young people. We have a triple aim: to offer young people from different backgrounds social and environmental assignments lasting from six to nine months, provide them with training that helps them improve their own prospects and encourage inter-generational ties. In 2010, we took on 1,400 volunteers for a range of assignments, such as “memory transmitters” working with old people, or the “Médiaterre” programme which combats energy precariousness in low-income neighbourhoods. After their stint with Unis-Cité, 80% of the young people find a training scheme or job and 83% pursue their involvement in civic action.”

Stephen Cazade

managing director of Unis-Cité

Interviewed by Claire Aubé
Reporters d'Espoirs news agency

La Ferme du parc des Meuniers - Paris region

■ The *Ferme du parc des Meuniers* aims to build better communities through a range of different activities created and supervised by and for the members. This social centre, organised around the activities of a small farm, is constantly coming up with new projects. The most recent is construction of an eco-barn that will enable it to increase even further the number and diversity of the workshops proposed.

■ The non-profit organisation was launched in 1995, with the loan by the Paris Airports Authority of a three-hectare piece of fallow land alongside the runways at Orly airport. The organisation gradually set up a genuine small farm run primarily by volunteers. It offers all types of groups the possibility of organising workshops that strengthen social cohesion in this town, where estates made up of individual houses are located in close proximity to several housing estates catering for disadvantaged people. More recently, the organisation has expanded its field of action



by developing a social integration project for young people in very difficult circumstances.

FOUNDATION SUPPORT

■ **Grant:** €25,000 to build an eco-barn that will be used to house new workshops for children and other members.

■ **Sponsor:** Jérôme Thibaut, director of Emulithe (Eurovia) in Villeneuve le Roi, is a member of the organisation and has already mobilised several employees to carry out minor works on the site and talk about construction and public works jobs to young people. His action supports the work-integration initiatives conducted by the organisation.



Jérôme Thibaut
Emulithe (Eurovia)

“For several years now we have been helping this organisation to improve its installations and presenting jobs in our sector to the young people on training programmes on the farm. This cooperation is useful for everyone: it helps the young people lay the groundwork for their future and it's very gratifying for our teams to pass on their know-how.”

Youth and citizenship



1



2

Unis-Cité Aquitaine 1

Mom'pelleport 2

AQUITAINE



■ Unis-Cité Aquitaine

Together for equal opportunity
(Gironde – Bordeaux)

Non-profit organisation: voluntary civil service (6-9 months) for young people

Sponsorship: €19,000

Élizabeth Simonnet, HR training and recruitment manager with Eurovia at the Bordeaux shared services centre, and **Régis Lignon**, director of the Moter agency (Eurovia) support *Unis-Cité's* actions, in relation with the approach implemented by Eurovia Sud-Ouest on the theme of disability, help the young volunteers define their professional objectives and raise awareness of disability issues in their company in partnership with the non-profit organisation Paralysés de France.

PARIS REGION



■ Mom'pelleport

Education through the arts
in the 20th arrondissement
(Paris)

Non-profit organisation: educational leisure and artistic activities for children

Sponsorship: €20,000

Fabrice Meyie, operations agent with VINCI Park (VINCI Concessions) in Paris, who also works as a trainer in French as a foreign language, advises the organisation on training/integration and intervenes directly in the workshops.

MIDI-PYRÉNÉES



■ Unis-Cité Midi-Pyrénées

Voluntary civil service for young people
(Haute-Garonne – Toulouse)

Non-profit organisation: voluntary civil service helping people living in sub-standard housing

Sponsorship: €17,000

Hervé Lepage, economist, major works, with Bourdarios in Toulouse (VINCI Construction), has been helping the young volunteers define their professional objectives since 2008. He offers technical assistance for renovation work on housing managed by Solibail.

NORD - PAS-DE-CALAIS



■ Unis-Cité Valenciennes

Raising awareness of disability
(Nord – Lille)

Voluntary civil service (6-9 months) for young people

Sponsorship: €17,000

Laurent Halter, business unit manager, Actemium (Energy business line) in Petite-Forêt, involves managers in his business unit in the equal opportunity project: presenting VINCI jobs to the young people, and raising their awareness and that of employees of the issue of disability in the company.





SOCIAL INTEGRATION

“ In 2007, eight million people were living on less than €908 a month in France, of which 1.3 million on less than €600. The economic crisis has exacerbated the situation of these people in very precarious circumstances. A sign of this trend, food aid structures are increasingly welcoming new types of beneficiaries: single-parent families, older people and young people.

Socially supportive community groceries help people who have less than €3 a day to spend on food. They have a dual objective: to provide staple food and hygiene products at very low prices together with personalised social support. For instance, each beneficiary is invited to put together a micro-project with the savings made in their food budget: to repay rent arrears, obtain their driving licence, etc. Today, there are 186 such groceries in France, catering on average for around 100 families. With our support, some 20 new structures are set up every year.”

Guillaume Bapst
director of ANDES (national association for development of socially supportive community groceries)
Interviewed by Claire Aubé
Reporters d’Espoirs news agency

Les Invités au Festin • Franche-Comté

- Created in 1990 in Besançon, the non-profit organisation *Les Invités au Festin* works in favour of people suffering from solitude and exclusion due to psychological problems and/or difficulties in social and professional integration.
- Since 2000, it has been running the “Maison des Sources”, an innovative initiative based on resocialisation, opening up to the outside world, regaining independence and empowerment for its beneficiaries, with an accommodation centre for the most dependent (13 individual rooms) and a day centre. The latter proposes some 40 activities which are open to the general public: sewing, making jewellery, wood-working, cultural and sporting activities, a second-hand shop selling donated, refurbished clothing and objects and an IT workshop. These activities,

mostly supervised by volunteers, allow people not accustomed to getting out of their homes to establish contact with others and rebuild their confidence.



- FOUNDATION SUPPORT**
- **Grant:** €22,000 to finance renovation work in the laundry and install garden equipment.
 - **Sponsors:** **Thierry Cavey**, profit centre manager with Campenon Bernard (**VINCI Construction**) in Étupes, **Valérie Roussy**, executive assistant in the same entity, **Martial Francoz**, Franche-Comté regional director for **VINCI Construction France**, and **Dominique Viprey**, business unit manager, Coteb-Codiel (the Energy business line) in Thise, support the organisation by advising it on works and helping it organise a community symposium on psychiatry organised in December 2010.



Thierry Cavey
Campenon Bernard
(VINCI Construction)



Martial Francoz
VINCI Construction France
(VINCI Construction)



Valérie Roussy
Campenon Bernard
(VINCI Construction)



Dominique Viprey
Coteb-Codiel
(the Energy business line)

“ My evaluation of this sponsorship is very positive. I feel that I am useful in a segment to which we generally don’t accord much time. I recommend this valuable experience to all employees. It’s important to make a personal investment! ”

Thierry Cavey

Reconnect - Paris region

■ For people living in very precarious circumstances, it is often impossible to obtain a mobile phone and Internet access (proof of residence and bank account required). However, they need to be able to contact people in their search for housing and a job, etc.

■ In Paris, *Reconnect* helps these very vulnerable people towards integration by providing a reliable, permanent, personal, 10-digit landline phone number ("like everyone else") with a personalised voice box that can be consulted at no charge, a pack of 100 business cards with the phone number, to enhance their status and rebuild a network of contacts, and access to a digital safe to store scanned documents (identity card, social security certificate, etc.) which they often lose due to their precarious living conditions.

■ After trialling the initiative for a year, Reconnect is keen to offer its services to a larger number of beneficiaries (goal 1,200 people by mid-2011), expand its network in Aquitaine and Rhône-Alpes and develop new services.



Estelle Ferron-Hugonnet
VINCI



Audrey Martin
Eurovia



Jacques Tavernier
Eurovia



Leila Touiti-Rose
VINCI

FOUNDATION SUPPORT

■ **Grant:** €5,000 to finance technical development of telephone interfaces.

■ **Sponsors:** Jacques Tavernier, chairman & CEO of Eurovia, Audrey Martin, treasury manager of Eurovia, Estelle Ferron-Hugonnet, officer in charge of shareholder and press relations for VINCI, and Leila Touiti-Rose, executive assistant with VINCI's communication department, pool their skills to help develop the project: formulation of the business model, budgets, performance indicators, institutional communication messages, creation of training modules for clients and advice on administrative organisation.

“ I see my role as a facilitator, providing an outside perspective, as asked, on ideas for action or tools. I hope to transmit my energy to them in this way, because what they do is really remarkable and they need us to tell them this so they can measure the genuine importance of their action. ”

Estelle Ferron-Hugonnet

ALSACE



■ SOS solidarité chômeurs et précaires

SOS furniture
(Haut-Rhin – Mulhouse)

Non-profit organisation: community shop selling renovated second-hand furniture

Sponsorship: €13,000
Grégory Laloux, centre manager with VINCI Construction Terrassement in Richwiller, helps monitor management of the activity and provides advice on developing the store's sales.

AQUITAINE



■ Bébé Clin d'œil 47

Community store at the service of parents
(Lot-et-Garonne – Madaillan)

Non-profit organisation: sale of second-hand children's clothing and rental of baby and child equipment for low-income families

Sponsorship: €10,000
Maïté Lassort, administrative secretary with ASF (VINCI Autoroutes) in Agen, advises the organisation on setting up an activity management database.

■ Réseau Paul Bert

A community laundry at the social centre
(Gironde – Bordeaux)

Non-profit association focusing on outreach: social centre, bathroom facilities, cultural activities, accommodation

Sponsorship: €16,500
Laurence Ruot, executive assistant with TMSO (VINCI Construction) in Mérignac, and Gilles Laverlochère, regional manager, Building, with VINCI Construction France Aquitaine Limousin in Mérignac, have been sponsoring the organisation since 2006. They provide support for fund-raising and communication and help its beneficiaries build bridges with the business world.

FRANCHE-COMTÉ

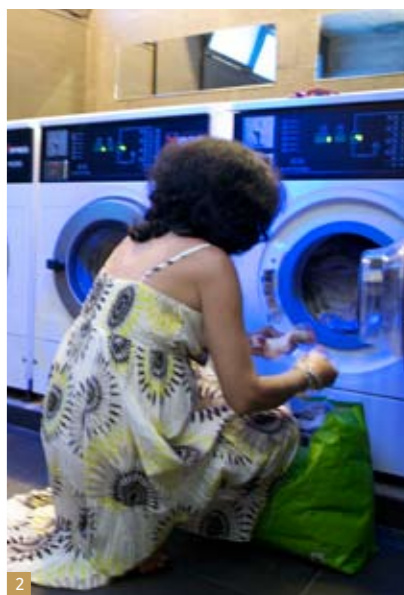


■ Caisse solidaire de Franche-Comté

Personal micro-credit
(Doubs – Besançon)

Non-profit organisation: support through personal micro-credit and combating overindebtedness

Sponsorship: €10,000
Thierry Cavey, profit centre manager with Campenon Bernard Régions (VINCI Construction) in Besançon, and Valérie Roussy, executive assistant in the same entity, help promote the organisation's activities and advise it on administrative management.



1 Bébé Clin d'œil 47

2 Réseau Paul Bert



PARIS REGION



■ Aide d'urgence du Val-de-Marne

At the heart of difficult neighbourhoods
(Val-de-Marne – Villeneuve-le-Roi)

Neighbourhood social association focusing on housing and support for families

Sponsorship: €20,000

Laurent Tizaoui, head of department with GTM Bâtiment (**VINCI Construction**), encourages integration of young people in GTM teams.

■ EpiSol

A new community grocery store
(Val-d'Oise – Jouy-le-Moutier)

Non-profit organisation: socially supportive community grocery store

Sponsorship: €25,000

Didier Veron, administrative and accounting manager with Saga Plomberie (**Energy business line**) in Gennevilliers, offers advice on fitting-out work for the grocery store and on accounting practices for the organisation.

■ Espoir du Val-d'Oise

Listen, develop, live free of addiction, vocational guidance
(Val-d'Oise – Montmagny)

Non-profit organisation: support and vocational guidance for people battling addiction

Sponsorship: €26,000

Danièle Cordy, executive secretary with Cofiroute (**VINCI Autoroutes**), encourages networking with VINCI (building renovation, raising awareness of addictive practices) and provides support for the organisation's secretariat.

■ L'Epoc

Psychoanalytic support for adults
(Paris)

Non-profit organisation: confidential, free therapeutic treatment for people suffering from psychological and social difficulties

Sponsorship: €13,000

Alexandre Laurenson, hotline technician with VINCI in Rueil-Malmaison and sponsor of the organisation since 2007, advises L'Epoc on choosing its IT equipment and is helping set up a new database.

Social integration



3 EpiSol

4 Espoir du Val-d'Oise



Les Amis de Magnum Photos 5

■ Les Amis de Magnum Photos

Learning how to look (Paris)
Non-profit organisation: combating school drop-out among young people in priority education areas through access to art and culture and introduction to image-based jobs

Sponsorship: €25,000
Clément Aumeunier, at the time communication officer with VINCI, provides support and enlists his network of contacts for fund raising and design and production of communication tools, and helps the organisation develop its activities.

MIDI-PYRÉNÉES



■ Cœur Métais

Non-profit tea salon (Haute-Garonne – Toulouse)

Neighbourhood social association: tea salon, sale of second-hand clothing, mending/ironing, community hammam

Sponsorship: €17,500
Christèle Chanut, sales and technical director with Bourdarios (VINCI Construction) in Toulouse, replaces **Benoît Vanneuville**, head of the sales group for TMSO Mérignac (VINCI Construction), as sponsor of the organisation. She offers advice on technical (works) and legal aspects.

■ Épicerie solidaire Aristide Maillol

In the heart of the Le Mirail neighbourhood (Haute-Garonne – Toulouse)

Social integration enterprise: community grocery and social-integration workshops

Sponsorship: €15,000
Olivier Turcan, district head for ASF (VINCI Autoroutes) in Toulouse, and **Vincent Lepetit**, human resources manager in the same entity, advise the community grocery team on the technical aspects of the work in progress (electricity and refrigeration) and also on management of the structure.

■ L'Entr'Act

For a high-quality community grocery (Haute-Garonne – Toulouse)

Non-profit organisation: socially supportive community grocery

Sponsorship: €26,000
Nathalie Boijoux, administrative and financial director with VINCI Energies Production et Transport d'Energie Toulouse (Energy business line), and **Yves Landeau**, director with VINCI Energies Sud-Ouest, support development of the community grocery store: subsidy requests, help with setting up a social integration workshop and a logistics platform (internal rules and regulations, job descriptions, assessment forms), and people return to the labour market.

Paseo ■ Languedoc-Roussillon

■ The non-profit organisation *Paseo*, set up in 2007 in Nîmes on the Anglo-Saxon model, aims to reduce the social isolation of families in the priority action neighbourhood of Pissevin, where 70% of households are single-parent families. They receive individual, confidential counselling for one year from a volunteer parent or grandparent, guided by social workers in the neighbourhood, based on one meeting a week. This programme of individual counselling has many aims: fostering social cohesion, consolidating the parent-child relationship, helping families become independent. Since its creation, *Paseo* teams have counselled almost 40 families.

■ Since the beginning of 2010, *Paseo* has been organising a monthly games session for the families it counsels. It allows parents to rediscover the educational benefits of

games for their children and the pleasures of playing together. Today, the organisation is acquiring equipment to perpetuate this activity.



FOUNDATION SUPPORT

■ **Grant:** €7,500 to purchase games, books, accounting management software, equipment for the premises and printing communication brochures.

■ **Sponsors:** **Isabelle Gabriac**, administrative and accounting manager with Santerne Camargue (Energy business line) in Nîmes and **Stéphane Ageron**, Santerne Camargue business unit manager, provide management and accounting advice, and promote the organisation's activities.



Stéphane Ageron
Santerne Camargue
(Energy business line)



Isabelle Gabriac
Santerne Camargue
(Energy business line)

“ I sponsored another non-profit organisation in 2003 and the experience was very rewarding. Paseo's project appealed to me and I didn't hesitate to take on another sponsorship adventure. I encourage employees to get involved without hesitation because there is always something you can do or contribute. ”

Isabelle Gabriac

Social integration



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Cambresis Tremplin 6

Semailles 83 7

NORD - PAS-DE-CALAIS



■ Cambresis Tremplin

A very special grocery
(Nord – Cambrai)

Non-profit organisation: socially supportive community grocery

Sponsorship: €12,000
Patrick Selle, business unit manager, Actemium (**Energy business line**) in Gauchy, and **Yveline Catteau**, administrative and accounting manager with EITF (**Energy business line**) in Provville, play an active role in the life of the organisation (food collection and transport) and help it locate and select new suppliers.

PROVENCE-ALPES- CÔTE D’AZUR



■ Semailles 83

Social integration garden
(Var – Fréjus)

Non-profit organisation: gardening to help people move back into work and environmental education

Sponsorship: €20,000
Samuel Maurice, legal manager with Escota (**VINCI Autoroutes**) in Mandelieu, has been working with *Semailles 83* for several years. He provides legal advice on recruitment, safety and fund raising.

RHÔNE-ALPES



■ Centre Rimbaud

The doors to the imagination
(Loire – Saint-Étienne)

Non-profit organisation: help and support for people battling addiction

Sponsorship: €25,000
Students at the Saint-Étienne engineering school (Enise), **Gaëlle Burlot**, HR development officer in Villeurbanne, **Dominique Felder**, administrative and management officer with CBR, professor at Enise, and **Nicolas Amargier**, project manager with Sonil (Dardilly), all employees of **VINCI Construction France**, offer their support and skills for renovation work at the reception centre for young people battling addiction and offer them access to the Group’s network of companies.



ACCESS TO HOUSING

“Some 100,000 people in France are homeless; 100,000 live in camping grounds or mobile homes all year round; 640,000 live in hotel rooms: the need for decent housing is enormous. Access to housing is often essential for gaining access to employment, schooling for children and healthcare.

Habitat et humanisme provides temporary accommodation for vulnerable people, giving them a base for rebuilding their lives. We try to set up diversified and innovative projects with social mix as a cornerstone: provision of accommodation in heterogeneous neighbourhoods in the city centre for families in difficulty, setting up inter-generational shared housing, providing a supportive atmosphere in small “family” hotels for people in very precarious circumstances, and developing socially supportive financing arrangements. All our beneficiaries are supported by a social worker and local volunteers. Aside from rehousing people, our aim is to help them recreate the social ties they so often lack. ”

Olivier Launay

director of *Habitat et humanisme*
Paris region

Interviewed by Claire Aubé
Reporters d'Espoirs news agency

Loger Marseille Jeunes • Provence-Alpes-Côte d'Azur

- *Loger Marseille Jeunes* offers material and psychological assistance to young people aged 18 to 30 suffering from precarious circumstances and social exclusion.
- *Loger Marseille Jeunes* acquires housing units and makes them available to approved non-profit organisations supporting young people in difficult circumstances. Each young person benefits from individual counselling and a low-rent apartment for long enough to find their bearings and establish some stability.
- The project supported consists of fitting out a unit for a young person with reduced mobility and four units for young people in precarious circumstances.



FOUNDATION SUPPORT

- **Grant:** €24,000 to redevelop the common areas of the building.
- **Sponsors:** **Emmanuelle Fremin**, price studies technician with Sovame (**VINCI Construction**) in Marseille, and **Laurence Orsoni**, accountant with VINCI Energies (**Energy business line** Sud-Est), are developing the accounting system and a system for consolidating monitoring of the young people by the partner organisations, help with fund raising, presenting construction and public works jobs to the young beneficiaries, conducting housing assessments and drafting a welcome guide for the people rehoused.



Emmanuelle Fremin
Sovame (VINCI Construction)



Laurence Orsoni
(Energy business line)

“I had no experience of the non-profit sector but I immediately got involved because I was interested in the cause supported. Today, I can say that this experience has been very rewarding for me. Being a sponsor opened my eyes to a lot of very difficult situations but I am happy to be able to contribute towards resolving them. ”

Laurence Orsoni



Habitat et humanisme
Loire-Atlantique 1

PARIS REGION



Solidarités nouvelles pour le logement Yvelines

Five new housing unit
(Yvelines – Saint-Rémy-les-Chevreuse)

Non-profit organisation: accommodation and counselling for people excluded from mainstream society

Sponsorship: €20,000
Jean-Jacques Decæsteke, executive with the sales and marketing department of VINCI Park (**VINCI Concessions**), is a volunteer and member of the “local group” in charge of this project. He helps monitor operations and raise funds to build five environment-friendly housing units.

PAYS DE LA LOIRE



■ Anef-Ferrer

Fitting out a halfway house in Saint-Nazaire
(Loire-Atlantique – Nantes)

Non-profit organisation: accommodation and counselling for people in difficult circumstances in Nantes and Saint-Nazaire

Sponsorship: €20,000
Jean-Georges Plongeon, depot manager with Freyssinet (**VINCI Construction**), has been working with Anef for several years. He advises the organisation on technical, financial and legal aspects and supports it in its relations with suppliers.

■ Habitat et humanisme Loire-Atlantique

“New horizons” halfway house
(Loire-Atlantique – Nantes)

Non-profit organisation: construction and management of social housing, individual counselling for the persons housed

Sponsorship: €14,000
Denis Raguin, water treatment director with the West delegation of **VINCI Construction France**, advises the non-profit organisation on the works carried out and fosters establishment of links with other Group entities. He also works with beneficiaries of the organisation by presenting construction industry jobs.

Solidarités nouvelles pour le logement Paris - Paris region

■ *Solidarités nouvelles pour le logement (SNL)* aims to combat exclusion by providing access to housing. The principle: the organisation manages temporary housing units, usually in the city centre, for vulnerable people, with the help of volunteers who counsel them until they can stabilise their situation.

■ In the Paris region, *SNL* has access to more than 800 housing units. The project supported by the Foundation in Paris allowed it to completely renovate one of these units using energy-efficient techniques and equipment, thereby reducing the energy consumption of the occupants.



Pierre Desvignes
Cosea (VINCI)



Abdeloihab Fares
GTM Bâtiment
(VINCI Construction)

“ I was asked to provide technical advice for a housing renovation operation. The organisation was looking for techniques to reduce energy consumption. This was a great experience for me, because I can use my skills to serve a social cause led by real professionals. ”

Abdeloihab Fares

FOUNDATION SUPPORT

- **Grant:** €20,000 to co-finance renovation of a housing unit
- **Sponsors:** **Abdeloihab Fares**, works engineer with GTM Bâtiment (**VINCI Construction**) in Nanterre, offers technical advice to the organisation. **Pierre Desvignes**, now sector director for the SEA project in Poitiers, has been supporting SNL for several years.



Habitat et humanisme Loire 2

PROVENCE-ALPES-
CÔTE D'AZUR



■ Notre-Dame
des sans-abri

A centre in Provence
(Var – Toulon)

Accommodation and social integration
centre: reception and support for integration
of homeless men

Sponsorship: €10,000

Richard Garfagnoli, manager of the studies
department with Campenon Bernard (VINCI
Construction) in Toulon, advises the
structure on start-up and monitoring of
fitting-out works for the centre.

RHÔNE-ALPES



■ Habitat
et humanisme Loire

Inter-generational halfway house
(Loire – Saint-Étienne)

Non-profit organisation: construction and
management of social housing, individual
counselling for the persons housed

Sponsorship: €20,000

Jacques Dorin, director of Robat (VINCI
Construction) in Saint-Étienne, is Vice-
President of the structure and director of its
communication committee. He is respon-
sible for external communication,
promoting the organisation's actions and
the solidarity-based savings scheme.
He also advises the organisation on carrying
out works.





THE SOLIDARITY IN THE COMMUNITY PROGRAMME

The purpose of this programme is to support small non-profit organisations located in disadvantaged neighbourhoods. The projects supported enhance residents' lives and provide concrete solutions to their social and employment difficulties. Originally launched in several towns in the Paris Region, this initiative will gradually be expanded into other regions.

- THE PROGRAMME
- ARGENTEUIL
- SAINT-DENIS



SOLIDARITY IN THE COMMUNITY

Acting in the heart
of disadvantaged
neighbourhoods



WHAT IS IT?

In 2010, the VINCI Foundation launched the Solidarity in the Community programme with the aim of offering greater support to the small non-profit organisations working in the heart of disadvantaged neighbourhoods. Thanks to a grant and sponsorship by employees of several VINCI companies and business units, it can support the initiatives conducted by these organisations in favour of local residents and social cohesion.

The Solidarity in the Community programme is based on three principles:

- > a call for projects focusing on neighbourhoods with significant social needs
- > support for small neighbourhood non-profit organisations that act on the local level
- > mobilising VINCI companies and business units to sponsor projects and harness the expertise of their employees.

In 2010, the towns of Argenteuil and Saint-Denis took advantage of the Solidarity in the Community programme: 13 organisations were supported, receiving grants totalling €182,000. Four other towns will be chosen in 2011, with the aim of expanding this programme into a number of other French regions.

PROJECTS SUPPORTED IN ARGENTEUIL



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2

Compagnie Baba Yaga 1

K2Clic Numeric 2

▪ Action formation insertion (AFI)

A good command of French: crucial for access to employment

AFI, created in 1990, specialises in providing training for people lacking qualifications. Its chief field of activity is helping people achieve a good grasp of French. Solidarity in the Community allowed it to set up a Slam workshop to help young people improve their command of the French language.

Grant awarded: €8,800

Argenteuil is a town with 102,000 inhabitants in Val d'Oise, one of four disadvantaged urban centres located in the department. Solidarity in the Community has supported seven non-profit organisations, with grants amounting to €89,000.

▪ Centre social Le Cadis

Success at school for all

The *Centre social Le Cadis*, a small neighbourhood organisation, offers educational and leisure activities to children and young people. By financing the purchase of computers and simple creative software, the Foundation has allowed the structure to offer introductory workshops in multimedia tools.

Grant awarded: €12,500

▪ Compagnie Baba Yaga

Theatre in disadvantaged neighbourhoods

Respect, imagination, openness to others: these are the three principles guiding the action of *Compagnie Baba Yaga*. This small theatre troupe in Argenteuil organises workshops for young people, focusing primarily on improvisation. Thanks to Solidarity in the Community, *Baba Yaga* has acquired additional equipment (sets, lights, etc.) for its workshops' final performances.

Grant awarded: €12,000

▪ Institut d'éducation et des pratiques citoyennes (IEPC)

Childcare and counselling for parents

IEPC has set up a crèche in a city-centre house adapted to parents on work-integration schemes (flexible hours, counselling for parents, special prices). It also trains young people without qualifications to work in the field of personal services. The Foundation's grant was used to finance excursions for the children in the crèche and driving lessons for employees on integration schemes.

Grant awarded: €16,000

▪ K2Clic Numéric

The Internet in disadvantaged neighbourhoods

Many administrative procedures are now carried out online and the Internet also offers an opportunity to establish social relations with other people. However, many people living in disadvantaged neighbourhoods are not accustomed to using these tools. *K2Clic Numéric* offers office work and Internet training for both young people and adults. Solidarity in the Community financed the purchase of computers and multimedia tools for the training programme.

Grant awarded: €10,000

▪ Maison pour tous du Val d'Argent

Combating school drop-out

The *Maison pour tous* social centre located on the "Dalle d'Argenteuil", organises social and educational activities with residents of the neighbourhood, in particular through help with homework for junior high-school students and encouraging parents to play a role in their children's education. Thanks to Solidarity in the Community, the structure is opening a training and homework support



3

workshop aimed at senior high-school students, primarily with the aim of helping them obtain their baccalaureate.

Grant awarded: €15,000

▪ Trait d'Union

Target: employment

Trait d'Union, originally set up to help with homework, has developed a training activity for young people with no qualifications. The trainees are offered remedial French classes and counselling to define their professional objectives and put them into practice. The Foundation grant was used to upgrade educational resources (IT, documentation) and allow the non-profit organisation to arrange visits to local worksites.

Grant awarded: €15,000



4

3 Maison pour tous du Val d'Argent

4 Institut d'éducation et des pratiques citoyennes (IEPC)

Projects supported in SAINT-DENIS



1



2

▪ Artis Multimédia

Training for employment

Artis Multimédia is a non-profit training organisation that focuses in particular on learning using multimedia tools. It offers literacy and job-seeking workshops for adults and also educational leisure activities for children. The Solidarity in the Community grant allowed it to purchase new computers and refurbish its premises.

Grant awarded: €12,000

Territoires 1

Artis Multimédia 2

Les Arbalétriers 3

Saint-Denis is a town of 100,000 inhabitants on the outskirts of Paris, one of four disadvantaged urban areas located in the Seine-Saint-Denis department. Six non-profit organisations have benefitted from the support of the Solidarity in the Community programme, with grants amounting to €93,000.

▪ Le Contre-pas

Theatre in the entrance lobbies of Le Franc-moisin buildings

Le Contre-pas is an artists' collective keen to combine art with promoting social cohesion. Every year it organises an event in the disadvantaged neighbourhood of Le Franc-moisin: plays performed in the entrance lobbies of the buildings which are totally transformed for this purpose. Thanks to the Foundation, this event will now take place over two days, incorporating other artistic forms.

Grant awarded: €16,000

▪ Les Arbalétriers

An original neighbourhood festival

To bring residents of this city-centre neighbourhood together around a unifying project, *Les Arbalétriers*, in collaboration with other non-profit structures, organises an original festival: a music and theatre promenade around the different buildings, with shows and exhibitions produced by the children and their families. The summer of 2011 edition, supported by Solidarity in the Community, promises an even richer programme of surprises.

Grant awarded: €16,000

▪ Les Bateaux-lavoirs

Accommodation and integration

This non-profit organisation has 12 studio apartments that it makes available to people in very difficult circumstances. However, providing accommodation is not the only string to its bow: it also offers social and employment counselling to help its beneficiaries rapidly find a long-term job and housing. The Foundation's grant enabled it to fit out three additional studios.

Grant awarded: €15,000

▪ Santé Bien-être

A health centre in Le Franc-moisin

Santé Bien-être, which has been working in Le Franc-moisin for 20 years, offers information and prevention workshops on health issues to people who are often excluded from conventional healthcare systems. With Solidarity in the Community, it plans to open a health centre in the neighbourhood, where health professionals will offer services to its residents.

Grant awarded: €19,000

▪ Territoires

Market gardening in the city

Apart from integration initiatives in organic market gardening and upkeep of green spaces, *Territoires* sets up and coordinates "neighbourhood gardens" at the foot of residential buildings. These small plots are used to carry out fun and educational activities focusing on sustainable development for all residents. Three new gardens will be set up thanks to the Foundation's grant.

Grant awarded: €15,000



3



OUTSIDE FRANCE

How can we encourage personal involvement in civic engagement when the Group is active in almost 100 countries, with 190,000 employees?

To guarantee solid grounding, effectiveness and recognition in each different region, the VINCI Foundation encourages creation of sister foundations in countries where the Group is implemented. The guiding principle is to combat all forms of exclusion thanks to the expertise contributed by employees to local players and financial support.

Two such foundations have already been set up in the Czech Republic and Germany, while another is currently being set up in Greece. This targeted extension of the approach lets us adapt our operating methods and the selection criteria for projects supported by each sister foundation.

■ FOUNDATIONS OUTSIDE FRANCE

■ DIRECT SUPPORT FOR PROJECTS

FOUNDATIONS OUTSIDE FRANCE



More information on:
nadacevinci.cz

Nadace VINCI in the Czech Republic

Nadace VINCI continues its combat against social exclusion

Since 2008, the Czech corporate foundation, Nadace VINCI, has been supporting employees of local VINCI companies and business units in their civic engagement initiatives. It is steadily expanding its activities and has supported 22 projects since it was created. With the nine new projects supported in 2010, Nadace VINCI is continuing to develop its own corporate sponsorship programme adapted to the local context.

In line with the strategy of the French Foundation, which supports it every year by providing 40% of its budget for action, Nadace VINCI pursues two main types of action: fostering social integration and promoting access to employment for the most disadvantaged, and in particular disabled people.



VINCI
STIFTUNG

More information on:
vinci-stiftung.de

VINCI Stiftung in Germany

Germany inaugurates its own Foundation, VINCI Stiftung

In 2010, Germany decided to launch its own corporate foundation, after eight years during which local projects were supported and financed by the Foundation based in France. The VINCI Foundation for Social Responsibility brings together almost all the Group business lines active in Germany. Even before celebrating its first anniversary, VINCI Stiftung has already supported eight local projects in areas identical to those of the VINCI Foundation for the Community: supporting access to employment and social integration for people excluded from mainstream society.

Again in line with the strategy of the VINCI Foundation for the Community, VINCI Stiftung mobilises employees of Group companies active in the country, according to the same principle of transfer of expertise by employee "sponsors".



1



2

Svitavy 1

Proutek 2

■ **Welcome, mum!**

Community crèche
(Nymburk)

Social integration

Non-profit organisation/community crèche: improving and supporting childcare services for parents in precarious circumstances, particularly women seeking employment

Sponsorship: 62,500 CZK (€2,484)
Sponsor: Alice Roubíčková, communication manager with SMP CZ (VINCI Construction).

■ **Svitavy**

Enhancing independence through home help
(Svitavy)

Social integration

Non-profit organisation: centre for daily services in the home for people with reduced autonomy (disabled people, old people) and temporary accommodation centre for old people

Sponsorship: 289,310 CZK (€11,498)
Sponsor: Pavol Škuliga, chief works supervisor with Eurovia CS.

■ **Strawberry**

Protecting children from social exclusion
(Prague)

Social integration

Non-profit organisation: play activities coupled with prevention aimed at children and young people in danger of social exclusion, and management of a family centre

Sponsorship: 110,000 CZK (€4,371)
Sponsor: Petra Horská, assistant to the managing director of Průmstav-FCC (VINCI Construction).

■ **Proutek**

Living and working like everyone else
(Plasná)

Integration through employment

Non-profit organisation: accommodation and sheltered workshops for mentally disabled people

Sponsorship: 196,844 CZK (€7 823)
Sponsors: Michaela Kaisrová and Jiří Šmejkal, training manager and head of works centre with SMP CZ (VINCI Construction).

Slepisi ■ Professional integration for non-sighted people ■ Tasov

Integration through employment

■ The non-profit organisation *Slepisi*, created in 1995, aims to support the social and professional integration of non-sighted people. Since 2000, it has been managing a centre for teaching modelling techniques (the ATM international centre), based on an innovative craft method developed by and for non-sighted people, which has now been patented. This method of “tactile modelling”, based solely on touch, a sense that is particularly well-developed in blind people and which does not require use of tools, can be learned by all.



■ *Slepisi* also conducts specific training programmes aimed at social workers in the Czech Republic but also in other countries..

FOUNDATION SUPPORT

■ **Sponsorship:** 95,000 CZK (€3,775) to replace the windows in the accommodation and training centre

■ **Sponsors:** Ilona Kalová and Klara Hajkova, assistant to the regional manager and accountant with Eurovia CS.



Klara Hajkova
Eurovia CS



Ilona Kalová
Eurovia CS

“ We are very happy to have been able to participate in the action of the Nadace VINCI Foundation and particularly in the Slepisi project, which we found particularly interesting. The work of Mr and Mrs Axman, founders of the ATM centre, in providing training for blind people is exemplary, since it has borne fruit both in the Czech Republic and elsewhere. Our role as sponsors has let us meet a great many passionate people, whose work helps the beneficiaries as much as those who support them. We greatly admire the originality and delicacy of the craftwork produced by these non-sighted workers. ”

Czech Republic



YMCA Prague 3

In the rose garden 4

▪ **YMCA Prague**

A helping hand for young people in difficult circumstances
(Prague)

Youth and citizenship

Non-profit organisation: programme of socio-educational actions aimed at young people in difficulty (information and counselling services, emergency intervention, training, organisation of cultural and sporting activities)

Sponsorship: 100,000 CZK (€3,974)
Sponsor: Lucie Nejedlá, assistant to the administrative and financial director of SMP CZ (VINCI Construction).

▪ **In the rose garden**

Craftwork for disabled people
(Brno)

Integration through employment

Non-profit organisation: sheltered crafts workshop focusing on woodworking for mentally disabled people

Sponsorship: 172,000 CZK (€6,836)
Sponsor: Ilona Kalová, assistant to the regional director of Eurovia CS.

▪ **A helping hand**

Medical prevention
(Brno)

Social integration

Non-profit organisation: centre for prevention, medical treatment and social integration for dependent people

Sponsorship: 178,300 CZK (€7,086)
Sponsor: Lenka Pavlovská, sales assistant with Eurovia CS.

▪ **Salet**

Helping physically and mentally disabled people find employment
(Prague)

Integration through employment

Sheltered workshop: training and support for jobs in the textile and book-binding industries

Sponsorship: 235,000 CZK (€9,339)
Sponsor: Zdenek Burda, foreman with VINCI Construction.





1



2

Froschlache leisure centre 1

The Erlich school 2

■ **Wendepunkt**

Women offenders are mothers too
(Berlin)

Social integration

Non-profit organisation: maintaining contact between women detained in prison and their children

Sponsorship: €10,000

Britt Weinreich, executive assistant with VINCI Park Dienstleistungen GmbH (**VINCI Concessions**), promotes the project in children's homes.

■ **Caritas-Trägersgesellschaft St. Mauritius GmbH (CTM)**

Drop-in centre for homeless young people
(Magdeburg)

Social integration

Non-profit organisation: welcoming homeless young people and helping them over the longer term

Sponsorship: €12,000

Wolfgang Klier, head of the Eurovia VBU GmbH agency in Magdebourg, supports the organisation by helping the young people move into employment.

■ **The Erlich school**

Training sessions for young school drop-outs
(Speyer)

Training and qualification

Non-profit organisation: helping young school drop-outs gain qualifications and move into employment

Sponsorship: €12,000

Thomas Bold, project director with Wrede & Niedecken GmbH (**Energy business line**) in Maxdorf, advises the organisation on vocational guidance for the young people and arranges training sponsorship.

■ **Froschlache leisure centre**

Entertainment and training for young people from underprivileged backgrounds
(Ludwigshafen)

Social integration

Non-profit organisation: fostering social integration for young people from underprivileged backgrounds and their families, via fun and educational workshops

Sponsorship: €15,000

Leonhard Rohe, director of Wrede & Niedecken (**Energy business line**) in Maxdorf, offers advice in various areas and helps the structure organise events.

The Woltersbourg mill ■ Learning the building trades ■ Uelzen

Training and qualification

■ The non-profit organisation *Gemeinwesenorientierte Arbeit im Kreis Uelzen* purchased the Woltersbourg mill at auction. The mill is located on land of approximately 1.5 hectares on the outskirts of the city of Uelzen. The land and the buildings, both in very run-down condition, will be rehabilitated by some 30 young jobseekers.

■ This practical training, supervised by local tradesmen, will help showcase the work done by the young people and act as a springboard for moving into employment. Once renovated, the site will be used to host the building trades training centre, currently managed by the organisation in Uelzen, and catering for young jobseekers.



Stefan Jung
Eurovia Teerbau GmbH
(Eurovia)

“What’s impressive is to see how the project’s success in bringing together people that are so different from each other. This cooperation between industry professionals, artisans and jobseekers is saving the Woltersburg mill from falling into ruin. The goal is to give the young people a genuine opportunity to move into the conventional employment sector in the longer term. I take particular pleasure in combining the values of social integration with preservation of heritage assets.”

FOUNDATION SUPPORT

■ **Sponsorship:** €10,000 for installation of interior lighting in the mill

■ **Sponsor:** **Stefan Jung**, head of the Eurovia Teerbau GmbH agency in Hamburg, offers advice for the different work projects (purchase of equipment, safety) and presents the Group’s jobs to beneficiaries of the organisation.



3

▪ **Bockelwitz Nr. 3, work for young people**
Giving young people from underprivileged backgrounds access to employment (Bockelwitz)

Social integration

Non-profit organisation: helping young people with little chance of finding employment through accommodation and work experience on a farm
Sponsorship: €13,000
Dr. Andreas Hase, quality and safety manager with VINCI Energies Deutschland GmbH (**Energy business line**), offers advice on training for the young people.



4

Bockelwitz Nr. 3 3
Pfefferwerk Stadtkultur 4

▪ **Talhof, the farm in the valley**
Giving the most vulnerable people a fresh start (Schriesheim)

Social integration

Accommodation centre for homeless people: accommodation, support and work experience via various workshops (horticulture, woodworking, laundry, etc.)
Sponsorship: €15,000
Uwe Fiedler, head of woodworking at SKE Support Services GmbH (**Energy business line**), provides technical assistance to the organisation and offers work placements in woodworking in his business unit.

▪ **Pfefferwerk Stadtkultur**
Rediscovering the joys of learning (Schriesheim)

Training and qualification

Training centre: reception, organisation of activities and training for children and young people who have dropped out of school
Sponsorship: €15,000
Uwe Arand, director of Eurovia GmbH, offers work placements and organises worksite visits for the young people on apprenticeships.



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DIRECT SUPPORT FOR PROJECTS

ASIA

▪ Inter-êre

Training farmers in profitable activities in Vietnam
(Vietnam – Quang Binh)

Training and qualification

Non-profit organisation: support for people excluded from mainstream society in Quang Binh province through social assistance, helping children and economic development

Sponsorship: €5,000

François Vittori, director of building activities for Aquitaine Nord with **VINCI Construction France** in Mérignac, and **Benoit Alleaume**, area manager with Freyssinet Vietnam in Hanoi (**VINCI Construction**), contribute to the success of the combined duck-fish farming training project. They help the organisation find partners in France and offer advice for managing the project in Vietnam.

▪ Passerelles numériques

Training for underprivileged young people (Cambodia – Phnom Penh)

Training and qualification

Non-profit organisation: training young Cambodians in IS technologies (Center for Information Systems Training – CIST)

Sponsorship: €25,000

Nicolas Deviller, managing director of SCA/ CAMS Aéroports du Cambodge (**VINCI Concessions**), **Phyrum Chhyv**, his HR assistant, and **Joël Vélasque**, a young retiree who directs special projects for **VINCI Concessions**, donate equipment, offer work placements and jobs, provide technical support, help with negotiation of purchasing contracts, lobby for creation of a business tax in Cambodia and support creation of a Business Club around the CIST.





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

2010

SPONSORSHIP

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.

The sponsor: the crucial factor in the operation of 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.



What does being a sponsor entail?

A long-term engagement

“ People on integration schemes face many difficulties, the chief of which is finding a job. That is key to all the rest: access to housing, healthcare, etc. Thanks to the close relations we have forged with Batira, we can support them in all these fields. This cooperative approach functions well and it's why we have been trusting them for many years now. ”

Christian Comby, VINCI Construction, sponsor of Batira

Opening up to others

“ I got involved through personal conviction. It's an enriching exchange that allows a meeting of two worlds. I also wanted to let Coca Sud-Est employees get to know men and women who engage in productive activities as part of their integration track. ”

Emmanuel Morand, VINCI Construction, sponsor of Jardin de Cocagne Parenthèse

Giving a little time

“ Giving a little of my time to listen to the stories of these young people and share my professional experience: this was important to me. It's very satisfying when you can help some of them make a go of it. I feel I have made my own little contribution. ”

Yvonnick Lucienne, VINCI Construction, sponsor of Le Gué

Contribution of expertise

“ Through my role as sponsor, I have learned to understand a different world – the world of work integration, which I hardly knew existed. I contribute my experience as a company manager to help the organisation take a more professional approach to management and develop its sales. I'm no longer working solely for myself: I'm giving something and that's anything but a chore. ”

Philippe Vigroux, Eurovia, sponsor of Sinéo Châteauroux (Imej 36)

Contracting work out

“ I am very proud of having been able to support Environnement 41 by giving them technical advice on their forestry projects and subcontracting work in upkeep of green spaces in our network. When you can help people make a fresh start in life, you should do it. We have been contracting work out to them for two years now. ”

William Bontemps, VINCI Autoroutes, sponsor of Environnement 41

Civic engagement

“ Companies sometimes have a hard time understanding this world, which is so different from theirs. Becoming a sponsor allowed me to work closely with the social integration sector and discover the people involved in it, who exercise a genuine profession. ”

Jeanne Cartier, VINCI Construction, sponsor of Epi'Sourire

Helping people back into employment

“ I am happy to be able to present construction jobs – including my own – to young people having difficulty in school. We should help these young people as we would like to be helped if we were in their position! ”

Vincent Prince, VINCI Construction, sponsor of J'ai un rêve

2010

FIVE SELECTION CRITERIA

1

Location

The Foundation supports projects conducted in France, including Overseas France. It also supports projects located in **other countries where VINCI is active**: the application dossier for these projects must be forwarded through an employee of a local subsidiary.

2

Structures eligible for support

Non-profit organisations under the French Law of 1901 (except for structures set up to promote integration through economic activity: the organisation may also be a private-sector company) and any structure with a social and community purpose. **The Foundation supports small structures with no political or religious bias.** It does not provide funding for umbrella organisations, local authorities, public establishments or individual projects.

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.

Examples of structures supported:

GEIQ (employer groups), neighbourhood social associations, social integration workshops or enterprises, sheltered workshops, etc.

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.



2010

THE FOUNDATION

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

Christian Caye
Sustainable development delegate, VINCI

Delphine Dansaert
Purchasing director, VINCI Park (VINCI Concessions)

Denis Didier-Laurent
Purchasing coordination director, VINCI

Jean-Pascal Dusart
HR director, Cofiroute (VINCI Autoroutes)

Tanguy Le Blay
Regional director Brittany, Eurovia

Sylvie Lloret
HR director, GTM Bâtiment (VINCI Construction France)

Hervé Malcorpi
Sales director Signature (Eurovia)

Hervé Meller
HR director, VINCI Construction and VINCI Construction France

Pierre Monlucq
Paris region director, Eurovia

Christian Patin
Business unit manager, Citéos Île-de-France Sud (the Energy business line)

Bruno Peter
Works manager, Sdel Applimatic (the Energy business line)

Laurent Querelle
Director, rehabilitation department, Bateg (VINCI Construction France)

Yves Weyts
Managing director of Van Wellen and director of sustainable development, 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
Chairman and Chief Executive Officer of VINCI
Chairman of the VINCI Foundation for the Community

Louis-Roch Burgard
Chief Executive Officer of VINCI Concessions

Pierre Coppey
Chairman of VINCI Autoroutes

Pierre Duprat
Director of Corporate Communication for VINCI

Richard Francioli
Executive Vice-President of VINCI in charge of Contracting

Jean-Yves Le Brouster
Chairman of VINCI's Energy business line

Franck Mouglin
Director of human resources and sustainable development for VINCI

Jean Rossi
Chairman of VINCI Construction

Olivier de La Roussière
Chairman of VINCI Immobilier

Jacques Tavernier
Chairman and Chief Executive Officer of Eurovia

College of employee representatives

Gilles Brard
IT technical manager, VINCI

Vincent Watelet
Treasury, systems and reporting, VINCI Construction France

College of acknowledged experts

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

Zinn-Din Boukhenaisi
Managing director, CNLRQ

Claudie Buisson
General Secretary of CNEI

Florence Lecluse
General Secretary of Coorace

Éric Pliez
Managing Director of the non-profit organisation Aurore

Marie-Françoise Rennuit
General Secretary, CNCE GEIQ

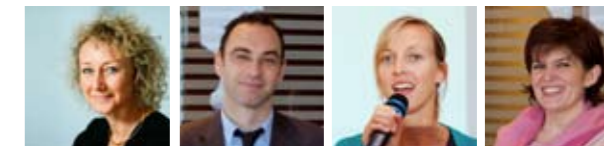
Marc Saint Olive
Deputy director of the partnerships and local services department of the Caisse des Dépôts et Consignations

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 de La Brosse, Project manager
Armel Monfort, Assistant



2010

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employmentBetter
communities

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Social integration workshop or project

The first level of work integration. The workshops are aimed at people in very difficult circumstances employed under assisted contracts. They combine individual counselling to overcome obstacles to employment, a professional activity seen as an educational platform fostering integration, and technical supervision for production activities. The workshop, which carries out activities whose main characteristic is their social interest, can be run by a non-profit organisation or a local authority, and the commercial component of their budget must not exceed 30% of the total budget. The umbrella network in France is the *Chantier École*.

Accommodation and social integration centre

The role of these centres is to receive, accommodate, counsel and encourage the social integration of people in need of shelter or accommodation (individuals or families in very difficult circumstances) with the aim of helping them regain their independence. The umbrella network in France is the *Fédération nationale des associations d'accueil et de réinsertion sociale* (FNARS).

Sheltered workshop

The role of sheltered workshops is to provide work for disabled people. Some are enterprises 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

These enterprises 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, they employ people under fixed-term contracts that can be renewed, with an upper limit of 24 months. They must provide 80% of their funding, but receive State subsidies for social and professional counselling of their employees. The umbrella network in France is the *Comité national des entreprises d'insertion* (CNEI).

Temporary work social integration enterprise

These structures offer temporary employment to people whose difficulties prevent them from finding employment in standard temporary work businesses. They can be run by a social integration enterprise, a non-profit organisation or a cooperative. They have a greater number of trained supervisory staff (one for every 12 employees in full-time equivalent). Contracts have an upper limit of 24 months.

GEIQ

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

Jardins de Cocagne

The French "Cocagne" network fosters social integration through work by producing organic fruit and vegetable boxes (through social integration workshops) which are sold to consumer members.

Neighbourhood social association

A neighbourhood social association brings together residents of a disadvantaged neighbourhood, social partners and the local municipality. It entrusts work involving upkeep of the neighbourhood to local residents, who are aware of the difficulties of gaining access to employment, under social integration schemes, organises activities and works to strengthen social cohesion. These associations can award both conventional work contracts and assisted contracts. The French *régie de quartier* (neighbourhood social association) label is awarded by the national liaison committee, the CNLRQ.

Non-profit work integration structure

The role of these structures is to offer employment to people in difficulty with the aim of allowing them to achieve stable social and professional integration. Their particular characteristic is that they have both an economic activity governed by the laws of the market like any other company and a social purpose. The individual socio-professional counselling they offer enables employees to regain their self-confidence and adapt or readapt to the requirements of the labour market. The integration contract is, by definition, a fixed-term contract, offering a transition into conventional employment. The main types of structures are social integration enterprises, temporary work social integration enterprises, social integration workshops and non-profit organisations.

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