

**FONDATION
D'ENTREPRISE
VINCI
POUR LA CITÉ**

2013

Annual report





HELPING
everyone
to feel part of
the community

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«Helping everyone to feel
part of the community»

VINCI is a private group serving public utility and as such we have an undeniable influence on the regions in which we work. Because of this role and this responsibility, we invest in developing social cohesion to the benefit of the residents and regions in which our activities are rooted. This is the mission of the Fondation VINCI pour la Cité, a corporate foundation that brings together the engagement of our Group and that of our employees. By providing financial support for the non-profit organisations that combat all forms of exclusion and assisting their projects through the sponsorship of our employees, we act to help everyone feel part of the community. We do this by promoting access to employment for those most excluded from the labour market and by building better communities.

This civic engagement proved its worth once again in 2013, as shown in this report through the projects we have supported thanks to grants totalling €3 million. In France, in particular, we supported the first steps of three new social-integration enterprises with France Active and, alongside Emmaüs Défi, trialled new methods for helping people who struggle to find a foothold in society move back into work.



Xavier Huillard
Chairman of the
Fondation d'entreprise
VINCI pour la Cité
Chairman and Chief
Executive Officer, VINCI

The Solidarity in the Community programme, which focuses our efforts more particularly on underprivileged neighbourhoods, now covers 14 cities. In 2013, our network of foundations continued to expand outside France with the creation of a new structure in the United Kingdom.

This momentum will continue in 2014, as we concentrate our efforts on promoting access to training, employment and housing, on socially inclusive mobility and strengthening social cohesion in underprivileged neighbourhoods by broadening the scope of our calls for projects. In this way, we will continue to harness our energies and those of our partners to serve socially inclusive development in the regions where we are active.



FIVE KEYS FOR ACTION

The VINCI Foundation relies on five basic principles to help social-sector players devise sustainable initiatives benefitting the most disadvantaged social groups.



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-sector organisations. We support, as a priority, integration through employment structures and small community-based organisations, particularly those that promote access to training and employment, housing and mobility for people excluded from mainstream society, and initiatives that strengthen social ties by building better communities. In this way, the Foundation confirms its role as a partner to the community, with the aim of helping every human being find dignity and a place in our society

Encouraging social innovation

The VINCI Foundation is keen to support the emergence of tools to combat social exclusion. It therefore initiates **new forms of partnership** with social organisations, encourages and enables encounters with VINCI employees and establishes **operational links** between these different but complementary players.

Close relations for effective action

The VINCI 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. Each such employee receives personal support to help them play their role, in particular thanks to **"the sponsor's tool box"** compiled for this purpose.

Lasting commitment

The VINCI Foundation supports projects over the long term, through two inseparably linked forms of action: **financial support** for investment, whether tangible or intangible, and **ongoing support** from Group employees who act as local sponsors. This sponsorship can take very different forms: advice, providing contacts, subcontracting work, training or job opportunities, etc.

Assessing action for greater effectiveness

Each project supported is assessed to evaluate its **utility** and **relevance**, but also to measure **the progress** made thanks to the partnership. The VINCI Foundation relies on this monitoring and assessment process to identify best practices and improve its effectiveness.

PERFOR-
MANCE
INDICATORS

Since 2002:

More than **1,800**
sponsors involved

1,423 projects supported

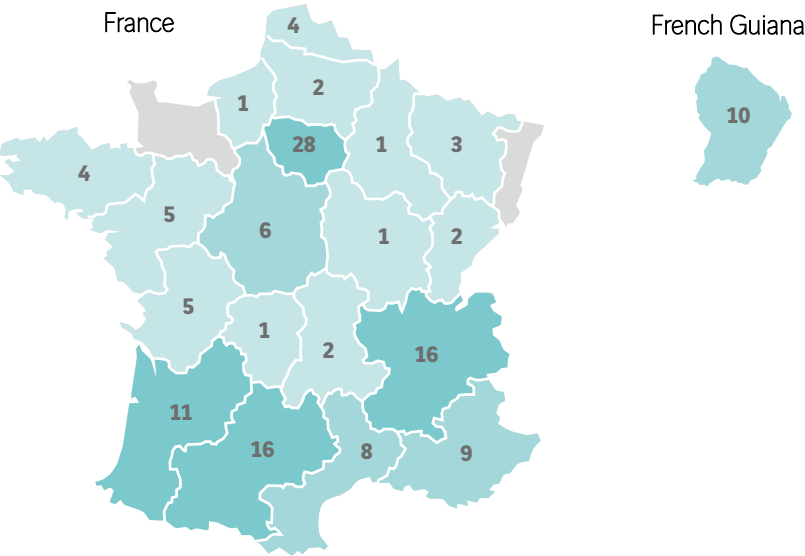
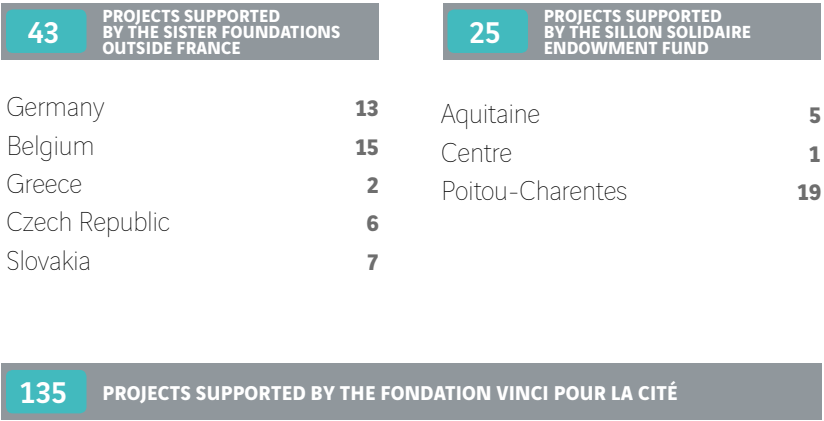
€22.7 million: total
amount of grants made

*Details about all the projects supported
in 2013 can be found on line.*

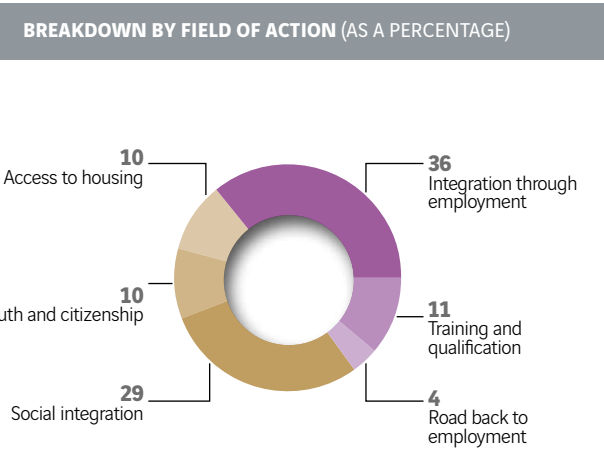
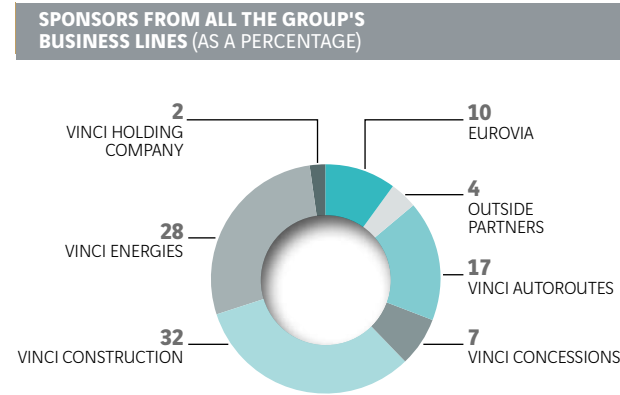


Section "Our actions / Discover all our projects"

IN 2013, **203** PROJECTS SUPPORTED



BY **289** SPONSORS



EVALUATION INDICATORS* (PROJECTS 2008-2013):

In **98%** of cases, the objectives of the partnership agreement were met.

82% of sponsors are still in contact with the organisation one year on.

82% of sponsors are keen to continue with their sponsorship role.

** An audit is systematically conducted for each project one year after the Foundation's action (with the organisation and its sponsor(s)). The findings of the audit are communicated based on the replies received.*



2013 HIGHLIGHTS

THE INTERNATIONAL NETWORK IS EXPANDING

The Isle of Wight Foundation (in the south of the United Kingdom) joins the five existing sister foundations in Europe. It brings together partners in local consortiums led by the Group. This new foundation applies the same approach as the others – calls for projects and special sponsors' days will be set up in 2014.

Celebrating the fifth anniversary of the VINCI Foundation in the Czech Republic (December 2013)

Launching ceremony for the Solidarity in the Community programme in Toulouse (November 2013)



THE SOLIDARITY IN THE COMMUNITY PROGRAMME EXPORTED OUTSIDE FRANCE

These calls for projects targeting underprivileged neighbourhoods first launched in 2010 help focus the Foundation's action on small neighbourhood non-profit associations acting to improve life in these communities. In 2013, the programme was rolled out in five new cities: Toulouse, three towns in French Guiana (Cayenne, Kourou, Saint-Laurent-du-Maroni) and, outside France for the first time, in the outskirts of Mannheim (Ludwigshafen, Germany), with the support of the German sister foundation. Altogether, over the last four years, 110 sponsors have supported 91 neighbourhood non-profit associations. *See p. 32.*

Solidarity in the Community, French Guiana

A FIFTH SOCIALLY SUPPORTIVE GARDEN ALONG THE MOTORWAY

The creation in 2013 of a work-integration organic market gardening and orchard enterprise managed by Tarmac, a non-profit organisation based near the Sarthe Touraine motorway service area on the A28, brings to five the number of these innovative social-integration structures belonging to the Réseau Cocagne on land loaned by VINCI Autoroutes.

Socially inclusive olive grove alongside the A57 (VINCI Autoroutes) in Pujet (Var)

SKILLS SPONSORSHIP: BRINGING YOUNG PEOPLE ON BOARD!

The fifth VINCI class at Enise (national engineering school in Saint-Etienne), engaged in a partnership with the VINCI Foundation, sponsored a day centre for people completely excluded from mainstream society (non-profit organisation Triangle), in association with VINCI Construction France employees. Other partnership actions were also developed with ESTP (university-level school specialising in public works, building and industry) and Polytechnique students.



ACTING AS A SOCIAL INCUBATOR

The VINCI Foundation is strengthening its partnership with the social financing agency Fonds de confiance de France active, set up in 2011 to support creation of work-integration enterprises. In 2013 it contributed to three feasibility studies. Altogether, eight studies have been co-financed, leading to the emergence of five structures.

2013 HIGH- LIGHTS

SILLON SOLIDAIRE

With this endowment fund set up in 2012, the VINCI Foundation and all the partners in the COSEA and LISEA consortiums involved in the future SEA high-speed rail line between Tours and Bordeaux this year supported 25 projects aimed at combating social exclusion in the regions crossed by the future line, with the help of 34 sponsors.

See p. 36.

SYNERGIES BETWEEN FOUNDATIONS AROUND SOCIALLY INCLUSIVE MOBILITY

A social driving school and a mobility-assistance project led by a work-integration enterprise received joint aid from the Fondation VINCI pour la Cité and the VINCI Autoroutes Foundation for Responsible Driving, in Limousin and Aquitaine.

PROMOTING CIVIC ENGAGEMENT IN ALL THE GROUP'S BUSINESS LINES

Thanks to its participation in various Group events, the Foundation team was able to raise awareness of its actions with almost employees in 2013.

Angoulême socio-cultural and sports centre supported by Sillon solidaire



Handover of two cheques – from the VINCI and VINCI Autoroutes foundations – to the Ader, a socially inclusive driving school, Brive



Socially supportive bric-à-brac, Emmaüs Défi, Paris



Handover of the Convergences prize (Paris Town Hall, September 2013)

ACKNOWLEDGED EXPERTISE

Alongside the non-profit organisation Emmaüs Défi, the VINCI Foundation was awarded the Convergences prize (Europe) rewarding an exemplary social-sector/business partnership initiative for its experimental back-to-work programme aimed at people excluded from mainstream society. The Belgian sister foundation (Fonds VINCI) won the Dissemination Prize for Northern Europe in the VINCI 2013 Innovation Awards competition, for creation of a foundation involving all the Group's activities in Belgium. Lastly, the French Court of Auditors (Cours des Comptes) recognised the management quality of the Fondation VINCI pour la Cité following an audit carried out over several months.

SOCIAL INNOVATION: A SUCCESSFUL INITIATIVE WITH EMMAÜS DÉFI!

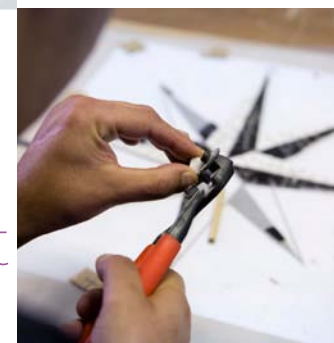
The VINCI Foundation set up a partnership with Emmaüs Défi in 2012 covering a three-year experiment - the Convergence project - led by the Paris-based work-integration organisation, which aims to improve back-to-work arrangements for people completely excluded from mainstream society. In 2013, three people obtained unlimited-term work contracts thanks to the involvement of eleven Group companies and their training centres.



The VINCI Foundation makes access to employment one of its priorities, since having a job is a key factor in achieving social cohesion and personal stability. The integration through employment structures it supports help people excluded from the labour market discover or rediscover the world of work, while offering them social and professional support.

The Foundation also encourages training organisations that help people without qualifications acquire skills they can use to find a job and actions to promote mobility.

Promoting access to employment



■ THE EXPERT'S VIEW

■ 2013 FIGURES

■ INTEGRATION THROUGH EMPLOYMENT

■ TRAINING AND QUALIFICATION

■ ROAD BACK TO EMPLOYMENT

THE EXPERT'S VIEW

André Dupon, chairman of the Vitamine T group, Sauvegarde du Nord and the Mouvement des entrepreneurs sociaux (social entrepreneurs movement)



« With back-to-work schemes, we help people excluded from the labour market move back into employment

Speaking to Malika Souyah, Reporters d'espoirs news agency

More than 14% of the five million people registered with the French job centre (Pôle Emploi) **are long-term unemployed**. We know that the longer people are out of work, the greater the risk of exclusion and the difficulty of finding a way out: it's a vicious circle.

The Vitamine T group employs 2,800 people, 1,800 of them on

back-to-work schemes. We work with people who have had a tough life and who find themselves excluded from the world of work: long-term unemployed, people on minimum social benefits, people without any resources, young people without any work experience. They embark on a back-to-work scheme with us that can last as long as two years and that enables them **to rebuild their personal and professional lives**. We ensure that our activities (organic market gardening, environmental activities,

collection and recycling of electrical and electronic waste, building, sanitation, etc.) are profitable, with employees who at the start of their programme are not as productive as might be expected in a traditional company. But how can you be operational if, for example, you are sleeping in your car or suffer from a whole range of social difficulties?

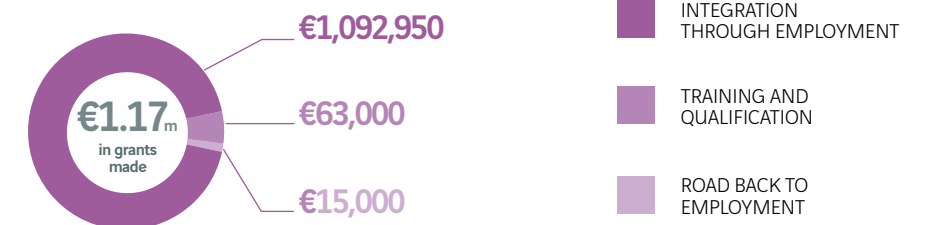
In 2012, we recorded a **positive end-of-programme outcome** (unlimited-term and limited-term work contracts, training leading to qualifications) **of 58%** and generated revenue of around €50 million. We have invested in research and development to fine-tune new activities in the fields of green growth and the circular economy and to train employees for new jobs.

In 2014, **we will be reinforcing our links with the regional economic fabric**. We plan to play a more active role in the problem of housing, and also in dealing with psychological problems and access to mobility issues. Inventing new answers in a more complex environment is one of our challenges. We've started working on this »»»

2013
figures



103 project sponsors



61 including:

1 intermediate organisation
5 sheltered workshops
1 neighbourhood social association
15 social integration enterprises
39 social integration workshops (13 belonging to the Réseau Cocagne)

4 including:

1 employer group to promote social integration and qualifications (GEIQ)
1 non-profit organisation helping young people in difficult neighbourhoods to find work
2 training organisations focusing on general knowledge and basic skills

1

Network supporting socially inclusive mobility

BUILDING SOLIDARITY



Compagnons Bâisseurs Provence

Marseille
PROVENCE-ALPES-CÔTE D'AZUR

«Building solidarity». Behind this slogan, the Compagnons Bâisseurs network pursues a two-fold objective: to raise the profile of construction industry jobs and improve the housing environment for struggling families. It now has seven regional offices in France including one in Provence, set up in 1979.

Historically, this non-profit organisation, which operates in the Bouches-du-Rhône, Var and Vaucluse departments, has focused on improving housing conditions as a means of promoting social inclusion. It runs self-help centres for social housing tenants and low-income homeowners. The aim is to improve living conditions in dilapidated housing units (carrying out repairs, addressing insanitary conditions, renovation) through the active involvement of their occupants. In 2013, 350 homes were renovated with the help of the organisation's technical advisors and volunteers.

In addition, since 2011 the organisation has been running an interior finishing works and renovation training

PROMOTING ACCESS TO EMPLOYMENT

Integration through employment

school that supports 15 young people in very difficult social and economic circumstances in the Var region every year. This is an important step in activating the integration process, since they learn technical and self-management skills, regain confidence and improve their self-esteem by performing work that benefits the community. Each young person receives individualised support to build a coherent career plan.

A word from...

«Our sponsors work hard on behalf of the young people attending the training school. They sit on the monitoring committee, help the young trainees build a career plan by inviting them to visit their companies, and give them practical job-seeking advice. The purchase of the van brought a real improvement in our working conditions.»

Catherine Petit, project manager at Compagnons Bâisseurs Provence

FOUNDATION SUPPORT

Grant: €18,000 to purchase a van and light equipment.

Sponsor: Anne Sabbatorsi, administrative assistant at GTM Sud (VINCI Construction) in Marseille, Laurent Agnel, engineering manager at Advendi (VINCI Energies) in Pennes-Mirabeau and Patricia Lopez, human resources manager at VINCI Park Sud-Est (VINCI Concessions) help find work for the young people leaving the training school and give advice on safety / prevention and human resources.



Patricia Lopez
VINCI Concessions



Anne Sabbatorsi
VINCI Construction

«As soon as I arrived at GTM I wanted to be a sponsor. I went for this project because my professional experience (backed up by the Group's values) enables me to help young people find their place in society.»



Laurent Agnel
VINCI Energies

«For me, getting involved with Compagnons Bâisseurs to combat sub-standard and poor housing was an obvious step because it involves combating social exclusion and is therefore a very human initiative. I'm also keen to talk with the young people about their future beyond the training school.»



ALL THE 2013 PROJECTS CAN BE FOUND AT
www.fondation-vinci.com

GETTING BACK INTO TRAINING



FCP Pre-training workshop

Marcq-en-Barœul
NORD-PAS-DE-CALAIS

The pre-training workshop was set up in the suburbs of Lille in 1980 by youth workers from FCP, a non-profit organisation that focuses on training, culture and prevention. To address the growing lack of job security, they tested new ways of reaching out to people who were having difficulty integrating socially and professionally and for whom few solutions existed.

The organisation currently runs a green spaces and construction social-integration workshop focusing on parks management in the Lille area, providing employment for eight young people in difficult circumstances.

It supports young people with no qualifications who are dealing with a wide range of problems (debt, legal troubles, addictions, etc.) to help them regain their self-confidence and discover the world of work through a group project.

The organisation also runs a “basic knowledge” course for adults experiencing problems with reading, writing

PROMOTING ACCESS TO EMPLOYMENT

Training and qualification

and arithmetic. The programme helps them familiarise themselves with the workings of the French administration and take part in regular cultural outings.

Finally, the organisation teams up with schools in the surrounding neighbourhoods to reduce school drop-out numbers by running parenting support groups and welcoming young people who have dropped out of school – a total of 300 people every year.

A word from...

«This partnership will enable us to access our sponsor’s professional network and explain the wide range of construction jobs available to our target audience, which often has a very compartmentalised idea of the world of work. The aim is to place young people with these firms via internships and work-study contracts. Teaming up with economic players is essential for us!»

Lionel Emery, Manager of the FCP Pre-training Workshop



FOUNDATION SUPPORT

Grant: €12,000 to purchase IT equipment for the basic skills workshops.

Sponsor: Selim Boudjemai, a cost estimate technician with Dumez (VINCI Construction) in Marcq-en-Barœul, provides support for the organisation’s young people by talking to them about the types of job available in the construction industry.



Selim Boudjemai
VINCI Construction

«I have been working with the voluntary sector for a long time and I live in a working class district, so sponsoring this project gives me a chance to make those around me aware of the prejudice that exists towards people who are all too often stigmatised. Passing on my own enthusiasm to colleagues is crucial! I enjoy telling the organisation’s young trainees about my work when I take them on site visits, in the hope that it will encourage some of them to start thinking about their career.»

HAVE A CAR - WILL WORK



Apreva

Aiguillon
AQUITAINE

Apreva (non-profit organisation dealing with repair and maintenance of vehicles) has been running an innovative mutually supportive mobility network in Aquitaine since 2009. This enables it to promote professional integration of people in difficult circumstances by employing them in its workshops.

Thanks to a partnership with ErDF, the association has around a hundred vehicles at its disposal every year, 80% of which are repaired in one of its two socially supportive garages in Lot et Garonne and Gironde, under a social-integration workshop convention. Any vehicles that cannot be repaired are used as a supply of spare parts for the garage. These mechanical repair shops employ 12 people on back-to-work contracts, who are supported for six to twelve months in preparation for a return to sustainable employment.

Some of the repaired vehicles are handed back to ErDF while Apreva offers the rest of the fleet for rental at a discounted rate (two euros per day) to facilitate the mobility of people on

PROMOTING ACCESS
TO EMPLOYMENT

Road back
to
employment

back-to-work schemes (look for a job, take up an employment contract or start a training course). Since 2011, the scheme has provided more than 1,000 vehicle rental days through nine outlets in the region.

Faced with growing demand, the organisation will continue to develop its network of mobility assistance services in other French departments in 2014.

A word from...

«The support of the Foundation was very useful when we opened our socially supportive garage in Gironde. In addition to the financial grant, the support provided by our sponsor is a real boost. It lets us envisage new back-to-work perspectives for employees who are coming to the end of their social integration scheme.»

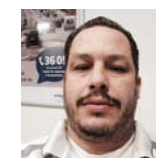
Bernard Dèche, Managing Director of Apreva



FOUNDATION SUPPORT

Grant: €15,000 to co-finance purchase of tools for the Gironde socially supportive garage.

Sponsor: Abdennabi El Rhallouch, a highly skilled workshop operative with ASF (VINCI Autoroutes) in Agen, provides advice on safety, facilitates access to in-house internships and sits on the organisation's Board.



Abdennabi El Rhallouch
VINCI Autoroutes

«Being acutely aware of the issues around exclusion, I immediately wanted to get involved in the work done by Apreva. Since starting to work with the organisation a few months ago, I have already managed to get one person to take up a work-experience internship in my company to find out how we operate. I enjoy learning about the way the voluntary sector works when I take part in Board meetings.»



ALL THE 2013 PROJECTS CAN BE FOUND AT
www.fondation-vinci.com



Building better communities

The VINCI Foundation acts to foster social cohesion, particularly for people in very precarious circumstances. It therefore supports structures that encourage young people to respect the rules of living in society and encourages actions that help very vulnerable people take their place in the community.

The VINCI Foundation also supports non-profit organisations that facilitate access to housing for the most deprived people.



■ THE EXPERT'S VIEW

■ 2013 FIGURES

■ SOCIAL INTEGRATION

■ YOUTH AND CITIZENSHIP

■ ACCESS TO HOUSING

THE EXPERT'S VIEW

Zinn-Din Boukhenaiissi,
managing director of France's
National Neighbourhood
Association Liaison Committee
(CNLRQ)



« The neighbourhood social associations help to build better communities by combating exclusion and unemployment.

Speaking to Malika
Souyah, Reporters
d'espoirs news agency

Residents in difficult urban areas struggle to find a job and gain access to the healthcare system. The economic crisis has led to a steady rise in unemployment, which reached 24.2% in these neighbourhoods in 2012⁽¹⁾.

Since 1970, neighbourhood social associations have been working in partnership with local authorities,

social landlords and residents to run initiatives (maintenance of green areas and public spaces, interior finishing works and renovation, etc.) that stimulate activity in these neighbourhoods and provide jobs for their residents. In 2013, we signed a framework agreement with the government **that commits us to creating 1,500 sustainable jobs over a three-year period.** So far, we have already created 420.

Our task also involves promoting social cohesion. That's why we

decided to set up laundries with a welcoming feel where, between two drying cycles, **local residents can exchange ideas and develop new services.** And then there's the night-time liaison service, where experienced mediators provide a reassuring presence after 6 pm.

The 140 neighbourhood social associations currently operating throughout France cover 320 neighbourhoods in underprivileged urban areas, work with some 200 local authorities and 300 social landlords and employ 8,000 people, 80% of whom are local residents.

In 2014, the focus will be on urban agriculture and socially supportive gardens – islands of greenery planted in the heart of the neighbourhoods. Over a period of 18 months to two years, amateur gardeners will be able to grow their own vegetables on their plot. The initiative will also help us make the neighbourhoods more attractive and harness environmental education activities **to forge bonds between cultures and generations.**»

2013

figures



105 project sponsors



41 including:

8 non-profit organisations supporting people in very difficult circumstances

7 non-profit organisations dedicated to improving community spirit in the neighbourhoods

7 socially supportive groceries or food-aid initiatives

3 social and cultural centres

2 socially supportive shops

2 shared gardens

16 including:

8 non-profit organisations supporting young people in deprived neighbourhoods

5 non-profit organisations working on integration through sport

3 non-profit organisations focusing on help with school and homework

11 including:

8 non-profit organisations dedicated to managing social housing for very disadvantaged people and integration through housing

3 half-way houses

⁽¹⁾ 2013 Report by the National Observatory of Underprivileged Urban Areas (Onzus).

GROW SOCIAL BONDS THROUGH COMMUNITY GARDENS



Le Mat Drôme

Valence
RHÔNE-ALPES

Le Mat Drôme is a non-profit organisation founded in 1986 in Fontbarlettes (Valence), an underprivileged neighbourhood with some 8,000 residents mainly living in social housing. The organisation aims to reclaim public spaces for these people to make them stakeholders in their neighbourhood.

After running urban development projects in cooperation with the local authorities for 12 years, in 2003 Le Mat Drôme decided to create communal gardens at the instigation of local residents. Since then, 50 grow-your-own vegetable plots covering a total area of one hectare have been made available at the foot of their apartment blocks. Managed by local residents, they help liven up the neighbourhood and encourage greater social and generational mix. The vegetable gardens are all cultivated using environmentally friendly methods and, as part of a personalised integration project, help revive local agriculture, strengthen social ties and encourage people to get involved in improving their surroundings. The

BUILDING BETTER COMMUNITIES

Social integration

compost bins dotted around the site help raise awareness of the need to recycle household waste.

Public events are also held regularly at the site, which is managed and maintained collectively by the gardeners. A few plots have been set aside for schools, which use them for educational projects throughout the year. Le Mat Drôme also manages its own plot where it grows and then processes vegetables, which are then sold in markets to fund the organisation's work.

A word from...

«This partnership is very rewarding for us because it enables us to move from project experimentation stage to completion. Processing the vegetables grown in our gardens is an innovation that gives extra value to our work. The fact that a VINCI employee is on board to help us expand is a sign of confidence in our success. We are very proud of this.»

Meriem Fradj, Chairwoman of Mat Drôme



FOUNDATION SUPPORT

Grant: €14,000 to purchase a van and gardening equipment to enable the organisation to develop its market-gardening business.

Sponsor: Jean-François Casanova, works supervisor at Omexom ER (VINCI Energies) in Montélimar, provides business development support and takes part in the organisation's activities.



Jean-François Casanova
VINCI Energies

«I have always volunteered for social initiatives; it helps me refocus on the values that are really important. I was particularly keen to get involved with this organisation because I grew up near the area so I was able to identify with the problems facing the people who live there. I am pleased to be a part, in my own small way, of Le Mat Drôme's development by helping it market its "homemade" products and thereby ensure it has a sustainable future.»



ALL THE 2013 PROJECTS CAN BE FOUND AT
www.fondation-vinci.com

COMBATING DROP-OUT AND DELINQUENCY AMONG YOUNG PEOPLE



AEPCR

Paris
ÎLE-DE-FRANCE

Since 1966, AEPCR (non-profit organisation promoting popular education) has been working to combat drop-out and delinquency in a disadvantaged neighbourhood in the 20th arrondissement of Paris.

The AEPCR's recreation facility is a friendly meeting place for all residents and includes a dedicated section for teenagers and a sports club that provides coaching in football and "double dutch" skipping for young people from 5 to 25 years old. Alongside these activities, the organisation also offers homework clubs, adult literacy classes and parenting sessions.

Aware of the fact that public areas are largely occupied by young people not in work or training and who feel that local non-profit activities are not for them, AEPCR has, since 2013, been organising events in the street, particularly in the Place de la Réunion, a square central to the neighbourhood that has in the past been the scene of conflict and anti-social behaviour.

BUILDING BETTER COMMUNITIES

Youth
and
Citizenship

These events (giant format games such as draughts and chess, theatre sketches, etc.) aim to restore the neighbourhood's sense of community and links between generations, while also contributing to a safe, attractive environment. They also provide the organisation's partners with an opportunity to get their message across to young people (in areas such as education, health protection, training and access to employment).

A word from...

«Thanks to the commitment of our three sponsors we are able to offer our young people new solutions and support them throughout their professional integration pathway. Taking them to visit a construction site or sharing professional experience, for instance, are concrete ways of renewing the enthusiasm of young people who feel excluded from the labour market.»

Yahia Adane,
Director of AEPCR

FOUNDATION SUPPORT

Grant: €5,000 to purchase outdoor games equipment.

Sponsor: Felipe Oliveira, formwork carpenter with Bateg (VINCI Construction) in Vélizy, Harmonie Bomel, human resources assistant with Solumat (VINCI Construction) in Melun, and Emmy Jeanguyot, human resources manager with Eurovia in Clichy, talk to AECPR's young people about the types of job available within the Group and take part in its activities.



Harmonie Bomel
VINCI Construction



Felipe Oliveira
VINCI Construction

regain their confidence and go back to school! I really enjoy the regular discussions I have with them at the sports events and parties organised by AEPCR.»



Emmy Jeanguyot
Eurovia

people supported by AEPCR on site visits to give them a better idea of the wide range of construction jobs available and to help them in their choice of a career path.»



ALL THE 2013 PROJECTS CAN BE FOUND AT
www.fondation-vinci.com

A HOME TO FEEL AT HOME IN SOCIETY



**Habitat et
Humanisme
Île-de-France**

Paris
PARIS REGION



ALL THE 2013 PROJECTS CAN BE FOUND AT
www.fondation-vinci.com

Since 1992, Habitat et Humanisme Île-de-France (IDF) has been helping people living in inadequate housing regain their independence and move back into mainstream society.

Like the other non-profit organisations that are part of the national network (54 in all, covering 65 French departments), Habitat et Humanisme IDF seeks to provide an answer to the issue of inadequate housing by promoting access to decent housing for vulnerable people at a low rent in socially mixed neighbourhoods in the inner city. It manages 900 housing units, for which it is responsible either as direct owner or as manager for social landlords and individuals. The accommodation includes studios, apartments and halfway houses for people who are isolated and experiencing major social problems. Some of the units are conventional council housing, while others, known as "integration housing", are intended to house people arriving from emergency accommodation or hostels, for an average of 18 months.

Every family enjoys the support of a social worker as well as a volunteer

BUILDING BETTER
COMMUNITIES

Access to
housing

who helps them settle into their new home. Some 350 largely single-parent families are currently supported by the organisation's 35 employees and 400 volunteers. The organisation works hard on a day-to-day basis to build up its housing stock in the Paris Region, in an extremely difficult property market (400,000 people are on the social housing list in the region). One of its latest purchases is the top three floors of a small building in the heart of Vincennes, now transformed into four housing units.

A word from...

«We have been fortunate enough to be supported by the Foundation several times. Our sponsor is very helpful and we tend to think along the same lines. He agreed to act as our middleman in the event of any technical problems with the apartments and we will keep him up to speed with how the families are progressing socially.»

Mélanie Dos Santos, head of
New Resources at Habitat et Humanisme
Île-de-France



FOUNDATION SUPPORT

Grant: €25,000 to co-finance refurbishment of the new apartments in Vincennes.

Sponsor: Arnaud Liberge, assistant programme director at VINCI Immobilier in Boulogne-Billancourt, provided project handover support and advises the organisation on creating tools to help tenants take possession of their new home.

«As I see it, there are two main reasons why I got involved with this project: the fact that I identify with the organisation's values and the fact that I wanted to make my professional experience available for what is, for me, an extraordinary project. This idea of offering social-integration solutions through housing is something I find extremely interesting. I was happy to be involved in the accommodation handover phase and to have been able to offer an outside view as a developer from the private sector. Seeing the professionalism of the organisation's employees is a very rewarding experience.»

Arnaud Liberge
VINCI Immobilier



Solidarity in the Community

The Solidarity in the Community programme launched in 2010 helps strengthen the VINCI Foundation's support for small non-profit organisations acting in the heart of deprived neighbourhoods. Operating on the basis of calls for projects in specific localities, the programme has supported 91 projects in these neighbourhoods, with the help of over 100 sponsors and a total of over €1 million in grants awarded.

In 2013, for the first time, Solidarity in the Community was rolled out on a regional basis in deprived neighbourhoods in three cities in French Guiana and, outside France, on the outskirts of Mannheim in Germany (operation steered by the German foundation).



IN 2013:

38 SPONSORS INVOLVED



4 FRENCH CITIES
1 GERMAN CITY



27

PROJECTS SUPPORTED

€249,000

IN GRANTS AWARDED



With Solidarity in the Community, a fine project has emerged in the neighbourhoods to the north of Toulouse, which suffered from serious problems (unemployment, delinquency) and needed support. Meeting the dynamic men and

women who seek to improve life in this neighbourhood – where the Toulouse municipality is strongly engaged in terms of urban renovation – was a very uplifting moment. Pierre Cohen, mayor of Toulouse – and all of us alongside him – felt that

we needed to focus our efforts on this area, in collaboration with the State and the VINCI Foundation. Together, we will do whatever we can to ensure steady continuity of the action and transform the life of this area. >>



Jean-Paul Pla

Municipal councillor in charge of the social and inclusive economy at the Toulouse Town Hall

SOLIDARITY IN THE COMMUNITY

Toulouse



15 sponsors involved
9 non-profit organisations supported
€100,500 in grants awarded



Toulouse has 450,000 inhabitants, 50,000 of whom live in deprived urban areas. The Solidarity in the Community programme focused on four neighbourhoods in great difficulty in the north of the city (Les Izards, Bourbaki, Les Minimes, Ginestous).

The projects supported encourage strengthening of social ties in these neighbourhoods: individual and collective support, neighbourhood initiatives and festivals, learning French, etc.



SOLIDARITY IN THE COMMUNITY

French Guiana

French Guiana, France's largest region, has 200,000 inhabitants living in just 4% of the territory along the coastal fringe and the rivers. The region's three largest towns – Cayenne, Kourou and Saint-Laurent-du-Maroni – alone account for almost half the population. In this region with massive social needs (unemployment rate of 21%, rising to 48% for the under-25s), 15% of the population live in a deprived urban area, compared to 7% in mainland France.

The projects supported in the underprivileged neighbourhoods of these three towns aim to reinforce and better structure non-profit activity, through a range of actions: school festivals, sewing workshops, gardening, etc.



13 sponsors involved
10 non-profit organisations supported
€72,500 in grants awarded





Sillon
solidaire

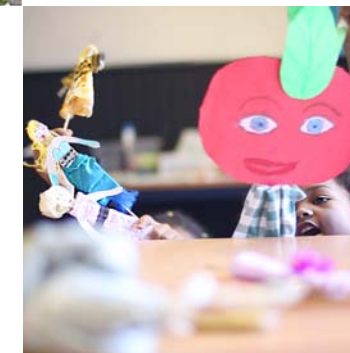
The Sillon solidaire endowment fund was set up in 2012 at the instigation of the COSEA builders' consortium and the Fondation VINCI pour la Cité, joined by the LISEA concession company, which is responsible for future operation of the South Europe Atlantic high-speed rail line between Tours and Bordeaux.

Sillon solidaire aims to support actions that combat exclusion in the three regions that will be crossed by the line: Aquitaine, Centre and Poitou-Charentes.

This initiative, an innovative framework for civic involvement, offers employees from all the companies involved – VINCI companies and their partners – the opportunity to join forces in favour of sustainable development in the regions concerned.

With an annual budget of €310,000, the fund focuses its action on three important social issues in this area: access to housing, mobility to facilitate employment and success at school.

Some 56 projects have been supported since 2012, sponsored by 69 employees working on the HSL project.



sillonsolidaire.fr



IN 2013:

34 SPONSORS INVOLVED



25

PROJECTS SUPPORTED

€311,300

IN GRANTS AWARDED



Outside France



In 2013, the five sister foundations supported 43 projects in the field of combating exclusion, with the help of 47 sponsors. The Fondation VINCI pour la Cité offers its experience to the sister foundations, working closely with their local correspondents. A sixth foundation was recently set up on the Isle of Wight in the United Kingdom.

ISLE OF WIGHT
FOUNDATION

FONDS
VINCI

VINCI
STIFTUNG

NADACE
VINCI

NADÁCIA
GRANVIA

ΣΥΝΔΕΣΜΟΣ
VINCI

Nadace VINCI Czech Republic

The Foundation in the Czech Republic continued to demonstrate the same dynamism for the fifth year running. To celebrate its anniversary, it brought together in November 2013 the 44 sponsors serving the 41 projects that have been supported since its creation. This is the second year in which Nadace VINCI has enjoyed complete financial autonomy.

In 2013:

6 project sponsors

6 projects supported

€30,040 in grants awarded

www.nadacevinci.cz

VINCI Stiftung Germany

VINCI Stiftung für gesellschaftliche Verantwortung (the VINCI Foundation for social responsibility) celebrated its third anniversary in 2013. It also launched its first Solidarity in the Community programme, on the same model as in France, in Ludwigshafen on the outskirts of Mannheim. Eight projects were supported thanks to a budget of €76,000, with the help of nine sponsors.

In 2013:

16 project sponsors

13 projects supported

€161,000 in grants awarded

www.vinci-stiftung.de

Syndesmos VINCI Greece

Syndesmos VINCI has supported four projects since it was created in 2011. In 2013, it launched its first-ever city-based projects, in Athens.

In 2013:

2 project sponsors

2 projects supported

€30,000 in grants awarded

Nadácia GRANVIA Slovakia

GRANVIA (owned jointly by VINCI Concessions and Meridiam Infrastructure), GRANVIA Operation (VINCI Concessions) and Meridiam Infrastructure have been working together through the Slovak foundation Nadácia GRANVIA since 2012. In 2013, the foundation presented its actions to users during a Safety Day organised by GRANVIA along the PR1BINA expressway.

In 2013:

7 project sponsors

7 projects supported

€76,265 in grants awarded

www.nadacia-granvia.sk

Fonds VINCI Belgium

The Fonds VINCI, created in 2012 by 11 VINCI Group entities in Belgium under the aegis of the King Baudouin Foundation, encourages social innovation. In November 2013, it organised a day to enable all the sponsors involved and the non-profit organisations supported to exchange views and share their experience – a fine demonstration of the dynamism and strengths of this kind of collaboration.

In 2013:

16 project sponsors

15 projects supported

€229,000 in grants awarded

www.fondsvinci.be

Isle of Wight Foundation United Kingdom

In 2013, Island Roads Services (owned by VINCI Concessions and Meridiam Infrastructure) and Ringway Island Roads (Eurovia) joined forces with the Fondation VINCI pour la Cité to create a foundation on the Isle of Wight in the south of the United Kingdom. It will support its first projects in 2014.



Working with the Foundation

The VINCI Foundation offers Group employees aware of the importance of solidarity an opportunity to make a personal commitment by sponsoring concrete – and often very innovative – projects of benefit to the community.

Supported by a board of directors and a selection committee representing all the VINCI Group's business lines, the Foundation team implements and coordinates partnerships between non-profit organisations and sponsors.



■ SPONSORSHIP

■ FIVE SELECTION CRITERIA

■ ORGANISATION



SPONSORSHIP

The sponsors are the crucial element in the work done by the VINCI Foundation. They supplement its financial support by contributing their skills to the non-profit organisations supported.

Where possible, the Foundation encourages several sponsors to support a given project: this "co-sponsorship" gives the organisation access to a broader range of skills and allows VINCI employee sponsors from different business lines to exchange views around this same community project.



THEIR ROLE HAS MANY FACETS

Being attentive to the structure's needs and providing an outside view of its action, participating in its activities.

Advising the organisation on overall management (administration, accounting, commercial strategy, communication) or technical aspects (works, safety, legal considerations, etc.).

Awarding subcontracting work (in the case of work integration social enterprises) or promoting the structure's activities with their customers and suppliers.

Promoting access to employment by helping people discover the activities of Group companies, presenting the different jobs and trades and supporting individual job-seekers (CV workshops, mock job interviews, etc.).

WHAT DOES BEING A SPONSOR ENTAIL?

A long-term engagement

«I pay regular visits to the Saveurs du Bois du Roc organic market gardening social-integration workshop, as a human link with the Foundation.

I take advantage of this to help with the market gardening work and find out how the people supported are doing.»

Marc Navarro, road operative with ASF (VINCI Autoroutes)

«Several people in our team have helped Ikambere with its IT needs, such as installing new computers and organising office automation training sessions for the women the organisation helps. Today, we continue to regularly monitor its requirements.»

Dominique Tessaro, information systems director with VINCI Energies

Helping people back into employment

«Sponsoring this project allowed me to help and advise two trainees undertaking work experience in Eurovia's information systems department. It was a great satisfaction for me to have been of service to them!»

Christophe Mignon, intranet and Internet development officer with Eurovia

Discovering the non-profit world!

«Being a sponsor enabled me to meet new people and develop friendships with them. This experience also taught me perseverance and the ability to stand back and look at things objectively.»

Marie-Christine Bonnemort, purchasing correspondent with ASF (VINCI Autoroutes)

«Sponsoring this project let me discover an environment I didn't know and which I had certain prejudices about. Seeing the motivation and tenacity of the organisation's beneficiaries, who were constantly making progress, gave me a completely different vision of the non-profit sector.»

Valérie Lopez, secretary with the Ambarès district of ASF (VINCI Autoroutes)

Bringing colleagues on board

«I talk about Mosaïcités to my colleagues with the aim of giving the organisation work to beautify our engineering structures and motorway service areas with their wonderful mosaics! I also present the organisation's activities to them and explain the different ways you can be involved as a sponsor.»

Camille Delacôte, employee prevention and safety officer at Escota (VINCI Autoroutes)

Transferring your skills

«The digital divide is very real and many people struggle to complete formalities on the Internet. I'm happy to have used my IT skills to help a neighbourhood social association that really needed them.»

Alexandre Laurenson, operations technician with VINCI

«I used my expertise in project management to set up the Revivre en pays d'Oc product redistribution platform, with the aim of giving it greater financial credibility and sustainability.»

Yves Landeau, regional director with VINCI Energies

«I contributed to development of the Association pour l'amitié by conducting a global analysis of its practices on the administrative, financial and IT levels. It's really satisfying to help put this structure on a more solid footing!»

Thomas Guény, internal auditor with VINCI Construction France



FIVE SELECTION CRITERIA



Long-lasting support and innovation

The Fondation VINCI pour la Cité supports **initiatives with a long-term objective** providing sustainable employment or an activity serving the most vulnerable groups. It does not provide funding for one-off projects (exhibitions or events), even if they have a community or work-integration bias. It gives preference to **innovative projects** able to perpetuate the mechanisms put in place.

Examples of structures supported: social integration workshops or enterprises, neighbourhood social associations, neighbourhood non-profit associations, sheltered workshops, etc.



VINCI employees' mobilisation

Only projects likely to attract the involvement of VINCI employees may be selected, to facilitate organisation of local sponsoring arrangements. It is therefore essential that the project leader and the sponsor live in the same area. Projects must be transmitted to the VINCI Foundation by a VINCI employee.



Location

The VINCI Foundation supports only projects whose **action is based in France**. The development of a network of sister foundations outside France enables local support for projects in the countries concerned (today in Germany, Belgium, the Czech Republic, Greece, Slovakia and the United Kingdom).



Structures eligible for support

The VINCI Foundation supports **small, non-profit organisations under the French law of 1901, with no political or religious bias**. It does not provide funding for umbrella organisations, local authorities, public agencies or individual projects.



Financial support

The financial support granted by the VINCI Foundation is intended to cover **investment expenses, whether tangible** (purchase of tooling, vehicles, IT equipment, furniture, etc.) **or intangible** (website, training courses linked to the project, etc.), to the exclusion of any ordinary operating expenses.

ORGANIS- ATION

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

SELECTION COMMITTEE

The selection committee meets five times a year to decide on applications for support submitted by the Foundation's team.

Group employees

Mathilde Bullier-Semezis
Communications Manager, VINCI Facilities (VINCI Energies)

Christian Caye
Sustainable development Manager, VINCI

Jean-Jacques Chabredier
Business unit Manager, SDEL Matériel (VINCI Energies)

Jean-Michel Dedôme
Director, development and coordination of human resources, VINCI Energies France

Jean-Pascal Dusart
Human resources Director, VINCI Construction France, operational department, public works, specialty business lines and buildings

Tanguy Le Blay
Regional Director, Eurovia Bretagne

Sylvie Lloret
Human resources Director, GTM Bâtiment (VINCI Construction France)

Hervé Meller
Human resources Director, VINCI Construction

Pierre Monlucq
Regional Director Paris region, Eurovia

Bernadette Moreau
Sustainable development and quality Director, Cofiroute network (VINCI Autoroutes)

Laurent Querelle
Regional Director, Bateg (VINCI Construction France)

Brigitte Simon
Director, legal affairs, VINCI Concessions

Social-sector experts

Alexandre Bonjour
General Secretary, Coorace

Éric Pliez
Managing Director, non-profit organisation Aurore

BOARD OF DIRECTORS

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

College of founding members

Xavier Huillard
Chairman and Chief Executive Officer, VINCI and Chairman of the Fondation d'entreprise VINCI pour la Cité

Louis-Roch Burgard
Chairman, VINCI Concessions

Pierre Coppey
Chairman, VINCI Autoroutes

Pierre Duprat
Director of Corporate Communication, VINCI

Richard Francioli
Executive Vice-President, Contracting, VINCI

Yves Meignié
Chairman and Chief Executive Officer, VINCI Energies

Franck Mougin
Vice-President, Human Resources and Sustainable Development, VINCI

Jean Rossi
Chairman, VINCI Construction

Olivier de la Roussière
Chairman, VINCI Immobilier

Jacques Tavernier
Chairman and Chief Executive Officer, Eurovia

College of employee representatives

Gilles Brard
IT technical Manager, VINCI

Laurence Gourmelon
Executive Secretary, treasury and financing, VINCI

College of acknowledged experts

Alexandre Bonjour
General Secretary, Coorace

Zinn-Din Boukhenaïssi
Managing Director, CNLRQ

Olivier Dupuis
General Secretary, CNEI

Michel Gaté
General Secretary, CNCE-GEIQ

Dominique Mallay
Deputy Director for territorial coordination – General delegation, responsible for volunteer action, Fondation Abbé Pierre

Éric Pliez
Managing Director of non-profit organisation Aurore

TEAM

The Foundation team 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



Armel Monfort
Officer in charge of administrative management



Émilie Perbost
Project Officer



Églantine de La Brosse
Project Officer



Camille Destans
Development Officer



Éloïse Frémont
Communication Officer



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**FONDATION
D'ENTREPRISE
VINCI
POUR LA CITÉ**

Fondation d'entreprise
VINCI pour la Cité
1, cours Ferdinand-de-Lesseps
92851 Rueil-Malmaison Cedex
France
E-mail : fondation@vinci.com
www.fondation-vinci.com