



Rueil Malmaison, 29 April 2009  
Press release

### **VINCI receives Diversity Label awarded by AFNOR**

VINCI is the first concession-construction group to be awarded the Diversity Label by AFNOR Certification. This label bears witness to VINCI's commitment to the prevention of discrimination and promotion of equality and diversity within the framework of its human resource management. The award of the Diversity Label is the result of the proactive approach adopted by VINCI and its subsidiaries to undergo an independent, external audit. This approach will now be extended for a further 18 months, which makes this certification part of VINCI's continuous improvement programme on equal opportunities.

The Diversity Label was awarded to VINCI SA and subsidiaries that were specifically audited by AFNOR Certification: ASF and Cofiroute (VINCI Concessions), Citéos Ile-de-France (VINCI Energies), Eurovia (Tours and Lorient divisions), and EMCC and GTM Bâtiment (VINCI Construction).

The Diversity Label is also a result of the VINCI Manifesto, signed by Xavier Huillard in 2006, which contained the commitment to promoting diversity and equality throughout the Group.

*"We are very proud to have received the Diversity Label. It is recognition of our efforts in favour of equal opportunities and diversity. This recognition is a positive factor in the eyes of those stakeholders for whom our diversity and equality policy is important: shareholders, clients, partners, and past and future employees. We also see it as encouragement to persevere along that path for many years to come,"* said Xavier Huillard, Director and CEO of VINCI.

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