

## European social charter of the Bouygues group

**B**ouygues is a diversified industrial group with a strong identity, whose development is implemented by teams sharing the same fundamental values.

At meetings of the European Council for Dialogue, both the Executive Management of the Bouygues Group and trade union representatives indicated their willingness to renew their commitment to these fundamental values. This is the purpose of this document, which is based on respect for the individual in **human and professional terms, and from the standpoint of internal and external social responsibility.**

- *We are an equal opportunity employer, and offer each staff member the same opportunities for employment and advancement, irrespective of sex, race, religion, or social or trade-union activity.*
- *We believe that respect for the individual starts with the preservation of human life and health. Therefore, we are pursuing preventive actions in the areas of health and safety.*
- *We aim to give each employee a modern, quality workplace.*
- *We offer each employee opportunities to progress and we facilitate individual career advancement by means of appropriate, value-enhancing training.*
- *We facilitate the induction of new employees by means of specific, continual training programs.*
- *We promote employment within the Group, notably via mobility.*
- *We have integrated environmental awareness into our quality policy.*
- *We respect the right of each employee to belong to a trade union and participate in its activity, and we facilitate social dialogue with all bodies representing the personnel.*
- *We notify Group employees of their obligation to obey the law of the country in which they are working.*

All employees will be made aware of this European Social Charter, which is applicable to all Bouygues Group activities. It is the Group's intention to extend this charter world-wide.

The Executive Managements and the Secretaries of the Group Council and the European Council for Dialogue will see that this Charter is enforced. Every year, a report containing an evaluation of all actions undertaken will be submitted to the Chairman of the Group.

Paris, 7 June 2001

Martin Bouygues  
Chairman

Secretary  
of the European  
Council  
for Dialogue

Secretary  
of the  
Group Council  
for France

Representative  
of the European  
Confederation  
of Trade Unions

Representative  
of the European  
Confederation  
of Executives and  
Managerial Staff