

## ***Bouygues Immobilier certified Top Employer France 2015 for the second year running***

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Issy-les-Moulineaux, 17 February 2015



For the second consecutive year, Bouygues Immobilier has received official certification from the Top Employers Institute for the quality of the measures it implements to improve the working conditions of its employees. It is the only property developer to have received such recognition.

The Top Employers Institute (formerly the CRF Institute) rewards excellence wherever companies seek to improve the working conditions of their employees. It has now unveiled the results of this year's study into the working conditions offered by prestigious employers in France. Bouygues Immobilier is part of a select cluster of companies that have been certified "Top Employer France 2015". It is delighted to receive such official recognition as a high-quality employer.

Under the process applied by Top Employers, participating companies are subjected to a strenuous review and must meet strict criteria to be certified. As a further endorsement, the responses given by companies are screened through an independent audit.

The Top Employers Institute assessed Bouygues Immobilier's staff-related measures in the following areas:

- Talent management strategy
- Workforce planning
- Integration
- Training and skills development
- Performance management
- Leadership development
- Career and successions planning
- Remuneration and benefits
- Business culture

According to Benoît Montet, France MD for the Top Employers Institute: “Optimum working conditions ensure that employees can progress on a professional and personal level. Based on the findings of our in-depth research, Bouygues Immobilier offers a remarkable workplace environment and has implemented innovative practices in areas ranging from employee benefits to working conditions and performance management programmes. These measures, which are indicative of high-level HR procedures, are an integral part of the company’s business culture.”

Jacky Guilloteau, Executive VP, Human Resources at Bouygues Immobilier, had the following to say: “Known for its high standards and rigorous methods, the Top Employer initiative provides us with a useful opportunity for probing our HR practices. In 2015, we will continue upgrading these practices as we increasingly seek to support our employees in the context of Bouygues Immobilier’s transformation.”

### **About Bouygues Immobilier**

Bouygues Immobilier is a leading private property developer in France and Europe, with 1,558 employees at 31 December 2013 and sales of €2,510 million in 2013. With 35 branches in France, two elsewhere in Europe, and one in Morocco, the company has over 50 years’ experience in developing residential, corporate and commercial projects for customers in more than 230 towns and cities. Embracing an active approach to sustainable development and innovation, Bouygues Immobilier is committed to continuously improving both the technical and architectural quality of its buildings and customer satisfaction. Bouygues Immobilier was the first property developer in France to achieve ISO 9001 certification. On 1 July 2010, it initiated a systematic approach to obtaining BBC-effinergie® certification for all of its residential properties, more than two and a half years ahead of schedule.

[www.bouygues-immobilier-corporate.com](http://www.bouygues-immobilier-corporate.com)

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