

# Press release

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## BOUYGUES CONSTRUCTION AWARDED TOP EMPLOYERS FRANCE 2017 CERTIFICATION

Bouygues Construction has been certified by the Top Employers Institute. The label, which is awarded following a rigorous survey of processes and an audit, recognises the quality of the human resources practices that the company has made available to its employees. These cover the working environment, the development of talents, the optimisation of HR practices, etc.

**Jean-Manuel Soussan, Executive Vice President of Bouygues Construction with responsibility for human resources and policy on corporate and social responsibility, said:**

“Top Employers certification recognises the introduction of specific tools and the thorough work we have been carrying out over several years with the whole of the HR function and with senior management. We have been able to identify talents, reveal them and develop their potential, for example. Bouygues Construction gives every employee the opportunity to fully express his or her qualities, skills and personality, and encourages shared innovation at every level.”



The Top Employers Institute, an independent organisation, carries out a survey of large companies every year with the aim of identifying employers who stand out through the quality of their HR policy, enabling their employees to experience fulfilment, both professionally and personally.

As part of the process applied by Top Employers, participating companies submit themselves to a rigorous survey and must comply with a set of strict criteria in order to be certified. The Top Employers Institute assessed measures put in place by Bouygues Construction for the benefit of its personnel in the following areas:

- Talent strategy
- Workforce planning
- On-boarding
- Learning and development
- Performance management
- Leadership development
- Career and succession management
- Compensation and benefits
- Culture

A total of 71 companies were certified in 2017. Bouygues Construction was the only company in the French construction sector to obtain the certification.

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Bouygues Construction is a global player in construction, with operations in more than 80 countries. It designs, builds and operates projects in the sectors of building, infrastructure and industry. As a responsible and committed leader in sustainable construction, Bouygues Construction sees innovation as its primary source of added value: this is “shared innovation” that benefits its customers at the same time as improving its productivity and the working conditions of its 50,000 employees. In 2015, Bouygues Construction generated sales of €12 billion.



Shared innovation