



Making progress become reality

BOUYGUES GROUP SIGNS THE DIVERSITY CHARTER

PRESS RELEASE

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The Bouygues group is boosting its commitment to promoting diversity and fighting all forms of discrimination by signing the Diversity charter¹. This decision underlines the Group's determination to better reflect, in its own workforce, the diversity of the population in France and in the other places where it operates.

"I firmly believe that diversity is a source of creativity and strength that can significantly improve our performance. We must build inclusive organisations that are capable of fighting all forms of discrimination," underlines Jean-Manuel Soussan, Senior Vice-President and Director of Human Resources for the Bouygues group, who signed the Diversity charter on behalf of the Group.

The Group is proud of its robust and ethical labour relations, which are based on the four fundamentals of its culture (Respect, Trust, Creativity, Imparting expertise), and therefore strives to enable all its people to pursue their careers in an environment that respects all differences. Each Group subsidiary rolls out policies in favour of diversity and inclusion to create a working environment that is open and efficient.

The Group and its subsidiaries carry out actions to raise awareness, train and communicate about diversity-related challenges such as gender balance, disabilities and other diversities in order to comply with the six pledges contained in the Diversity Charter. For example, in 2017, the Group launched its first gender balance plan, which it renewed in 2021, whose aim is to increase the number of women in managerial positions, and it has boosted its disability policy by forging a partnership with six parasports athletes.

Since being launched in 2004, a number of different Bouygues group entities and business segments have already signed the Diversity Charter: Bouygues Telecom in 2007; the TF1 group in 2010; Bouygues Bâtiment International in 2013; Colas in 2017; Bouygues Energies & Services in 2017, and Bouygues Construction Matériel in 2019.

¹ The Diversity Charter, which is supported by the non-profit "Les entreprises pour la Cité" (a network of businesses focusing on social innovation) is a document of pledges that any employer wishing to take a proactive approach in favour of diversity, and therefore go much further than the legal requirements in the fight against discrimination, may sign up to.



ABOUT BOUYGUES

Bouygues is a diversified services group operating in over 80 countries with 124,600 employees all working to make life better every day. Its business activities in **construction** (Bouygues Construction, Bouygues Immobilier, Colas), **media** (TF1) and **telecoms** (Bouygues Telecom) are able to drive growth since they all satisfy constantly changing and essential needs.

PRESS CONTACT:

presse@bouygues.com • Tel.: +33 (0)1 44 20 12 01

BOUYGUES SA • 32 avenue Hoche • 75378 Paris CEDEX 08 • bouygues.com    