



*Chairman and Chief Executive*

## **RENEWAL OF THE BOUYGUES GROUP'S SUPPORT FOR THE UN GLOBAL COMPACT**

Since 8 December 2006, the parent company of the Bouygues group and its subsidiaries have all been signatories to the UN Global Compact, thus committing to adopt, promote and ensure compliance with a set of 10 fundamental principles in the areas of human rights, labour standards, the environment, and the fight against corruption.

2013 has been marked by a wide-ranging debate in France on the topic of energy transition in which the Bouygues group has taken part by making proposals and contributing its expertise in passive and positive energy construction as well as in building operating performance guarantees. Bouygues offers customers innovative solutions and applies the best energy efficiency technologies to its own premises. The complete renovation of Challenger, the head office of Bouygues Construction, is continuing and underlines the Group's commitment to reducing consumption in many different domains (water, energy, heating), whilst maintaining an optimal level of comfort for users at the same time. Challenger has qualified for triple certification under the LEED®, BREEAM® and HQE® certifications for the part of the building which is already in operation. For its part, Bouygues Immobilier recently inaugurated Ginko, one of the biggest eco-neighbourhoods in France, and initial results from its IssyGrid® project, the first ever district smartgrid, were made public in October.

The Group also continued its efforts in terms of the CSR challenges shared by all its subsidiaries, with a particular focus on Purchasing. The Responsible Purchasing initiatives pursued by TF1 and Bouygues Telecom received awards at the 2013 Trophées des Achats ceremony organised by Compagnie des Dirigeants et Acheteurs de France (CDAF).

Bouygues also responds to information requests from extra-financial rating agencies, in a spirit of transparency, underlining the Group's desire to be considered a socially responsible company.

As Chairman and Chief Executive Officer, I am therefore renewing my commitment, as well as that of the Bouygues group, to the UN Global Compact, a driver of progress for all our businesses.

24 October 2013,

**Martin Bouygues**



## RENEWAL OF THE BOUYGUES GROUP'S SUPPORT FOR THE UN GLOBAL COMPACT

GLOBAL COMPACT PRINCIPLES	ACTIONS IN 2012-2013	2012 REGISTRATION DOCUMENT (English version)
<b>MISSION, VISION AND GOVERNANCE</b>		
	<p><b>Mission and vision</b>            Aware of the impact of its activities, Bouygues places corporate social responsibility (CSR) at the heart of its strategy and adapts its business models accordingly. The Bouygues group aims to be a benchmark player in innovative and responsible solutions and, in order to do this, draws on the best practices in the human resources, social and environmental domains.</p> <p><b>Governance</b>            Olivier Bouygues, Deputy CEO of the Bouygues group, oversees Group-wide sustainable development initiatives. Within its remit, the Group Sustainable Development and Quality Safety Environment (QSE) department within the parent company coordinates the overall policy and ensures that best practices are circulated and shared, especially with the subsidiaries' own sustainable development departments.</p>	<p>p. 74, 75</p> <p>p. 93, 94, 95, 96</p>
<b>HUMAN RIGHTS AND THE FIGHT AGAINST CORRUPTION</b>		
<p><b>1 - Businesses should support and adhere to the protection of internationally proclaimed human rights.</b></p> <p><b>4 - comply with the elimination of all forms of forced and compulsory labour.</b></p> <p><b>5 - comply with the effective abolition of child labour.</b></p> <p><b>10 - work against corruption in all its forms, including extortion and bribery.</b></p>	<p>The Bouygues group endeavours to comply with the strictest rules for the conduct of its business and to ensure that managers and employees adhere to shared key values. It pays particular attention to prohibiting and preventing anti-competitive practices, unfair competition and corruption, as well as adhering to the protection of human rights.</p> <p>Respect for human rights is a fundamental commitment that the Bouygues group has always observed in its operations. This was publicly asserted in 2006 when the Group signed up to the UN Global Compact. Each year, the Group reaffirms its commitment to this initiative. In sometimes complex circumstances, operating managers have a duty to prevent any infringement of human rights in areas relating to their activity. That vigilance must be an integral part of their day-to-day work.</p> <p>Compliance with ILO conventions is also a prerequisite for the development of relations between Group companies and business partners and subcontractors. The Supplier CSR Charter, circulated to suppliers, sets out basic requirements relating to human resources. <i>Inter alia</i>, it prohibits the use of forced or compulsory labour, child labour and discrimination on unlawful grounds. It also requires suppliers to comply with local laws relating to working hours and the minimum wage.</p>	<p>p. 91, 122, 123</p>

	<p><b>Ethics governance within the Group</b></p> <p>The Bouygues Ethics and Sponsorship Committee, an offshoot of the Board of Directors set up in 2001, helps define the Group's Code of Conduct and principles underpinning corporate behaviour applicable to senior management and employees alike. It proposes or gives an opinion on actions designed to promote exemplary ethical conduct in business. It also ensures compliance with the values and rules of conduct thus defined. The Boards of Bouygues Immobilier, Bouygues Telecom, Colas and Bouygues Construction have also set up their own ethics committees along the same lines as the parent company. Furthermore, Bouygues appointed a Group Ethics Officer in 2006 and each business area has also appointed its own ethics officer.</p> <p><b>Code of Ethics</b></p> <p>The Group's Code of Ethics, distributed to all Bouygues group employees since 2006, asserts the Group's refusal to tolerate any form of corruption and reminds all staff of its expectations with regard to the protection of human rights. This last commitment is also asserted in the Human Resources Charter, which is also widely circulated internally. The Code of Ethics reminds managers of their particular responsibilities and encourages employees to comply with the Group's ethical principles, pointing out in particular that they should not confront an ethical dilemma alone. Line managers, compliance officers and a whistleblowing procedure are there to help employees deal with such situations. The Code of Ethics forbids employees to offer or grant favours or benefits, pecuniary or otherwise, to third parties. It further states that while support given by representatives, consultants or intermediaries in the area of commercial dealings may be required in the sectors where the Group's presence is reduced or due to their technical skills, calling on such intermediaries is only justified within this scope and only if the services provided are genuine. Their remuneration must be in keeping with the services and the payment compliant with internal procedures. The Group's internal control guidelines also contain provisions relating to the prevention of corruption, especially the use of agents.</p> <p>The Group systematically initiates legal proceedings against any employee who wilfully breaks the law in the realm of business ethics.</p> <p><b>Training and coordination</b></p> <p>Senior managers are given training in ethics and the Bouygues group's values, dispensed by the Bouygues Management Institute (IMB). Resources and training courses include an international cycle and seminars on "Respect and Performance", "Corporate, Social and Environmental Responsibility", the "Development of Bouygues Values" and, more recently, seminars on "Responsibility within Organisations" and "Respect and Management". More than 640 senior executives have attended training courses since the Bouygues Management Institute (IMB) was set up in 2002. As a result, the target for the number of employees trained in the last few years has been met.</p> <p>Specific actions are taken within each business area, designed to supplement Group rules with codes of conduct suited to the</p>	
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	<p>characteristics of each business. The Group's five business areas are expected to take measures to prevent, detect and deal with business practices that do not comply with its ethical principles and values. Each subsidiary also organises training courses tailored to the different levels of management. They transmit the Group's ethical principles and values in practical ways, addressing the specific issues and risks associated with the subsidiary's business.</p>	
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<b>INVOLVEMENT WITH SUPPLIERS AND LOCAL COMMUNITIES</b>		
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<p>2 – Businesses should make sure that they are not complicit in human rights abuses.</p>	<p><b>Responsible purchasing</b></p> <p>The Bouygues group's purchasing departments are now key players in its CSR policy. A Responsible Purchasing committee promotes the application of sustainable development principles at all stages of the process:</p> <ul style="list-style-type: none"> <li>- upstream when suppliers are selected, with the help of risk maps and analysis and the application of CSR criteria for products and services,</li> <li>- when contractual relations are established, through the inclusion of the Supplier CSR Charter, drawn up in 2009,</li> <li>- and when the contract is executed, through supplier CSR performance assessments and occasional audits.</li> </ul> <p>Assessments are conducted using the EcoVadis scorecard. Over 800 suppliers have been assessed to date. Bouygues has simplified the scorecard and made it available to the French small business confederation (CGPME) for use in relations with small businesses. As part of the policy of strengthening links between large firms and small businesses, Bouygues Construction, TF1 and Bouygues Telecom have signed the charter for major accounts and SMEs, under which they undertake to seek progress in their relations with small businesses.</p> <p>Bouygues also provides training to its buyers in order to raise their awareness of responsible purchasing and encourages subsidiaries to make use of sheltered workshops and inclusion programmes. This is a deliberate part of the Group's policy in addition to the employment of people with disabilities</p> <p>The Group organised two events in this area in 2012: one aimed to unlock synergies between purchasers and innovators as well as fostering innovation among suppliers. The other was a Group responsible purchasing convention, which brought together buyers, order-makers and suppliers.</p> <p>Expenditure outside the scope of purchasing departments comes under the responsibility of operational managers, who are informed of the Group's responsible purchasing policy, in particular through the responsible purchasing charter.</p> <p>In 2013, CSR criteria were extended to all the purchasing</p>	<p>p. 119</p>
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categories of the various business areas of the Group, thus helping it to meet the target of extending the scope of purchasing covered by the CSR policy.

***See table n°1 - "Responsible purchasing".***

#### **Local development**

Bouygues group companies endeavour to forge links between their activities and the places where they operate. Local action and the use of local resources are the key to involvement in local communities.

The Bouygues group's business activities have an impact on regional development through the construction and maintenance of transport infrastructure and buildings, the expansion and operation of a telecommunications network and the broadcasting of television programmes.

By nature, the presence of these activities in a given place helps to develop and sustain employment. Group companies, whether in France or elsewhere, use local labour as far as possible and encourage the development of local subcontractors.

In France, Bouygues Construction and Colas endeavour to fulfil the integration requirements often included in public sector contracts as effectively as possible, helping those who are out of work to find stable employment. To achieve this goal, these companies forge partnerships with specialised bodies.

#### **Dialogue with people and organisations affected by the company's business activity**

Dialogue with stakeholders is conducted at three levels: at Bouygues group level, at subsidiary level and at local level.

The Bouygues group has introduced a policy of continuous improvement with stakeholders that interact with its activities as a whole, including social and environmental ratings agencies, the financial community, trade unions, government departments and NGOs. This policy aims to help the Group be a better listener, to address stakeholders' expectations more fully and to identify sector-specific social and environmental issues.

Each business area has entered into dialogue with stakeholders on its own specific issues in order to identify areas for long-term improvement and relevant actions for progress. Subsidiaries in each business area also conduct their own dialogue with stakeholders.

At local level, procedures have been introduced to establish grassroots dialogue between, on the one hand, production site and worksite managers and, on the other, local residents in order to secure better public acceptance of the Group's business activities.

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**Table n°1**

**Responsible purchasing**

	Bouygues Construction		Bouygues Immobilier (a)		Colas (b)		TF1		Bouygues Telecom	
	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011
Scope (percentage of purchases covered by the responsible purchasing policy)	100%	50%	(c)	-	20%	20%	43%	43%	100%	93%
Proportion of purchases with suppliers assessed in the past three years (d)	33%	24%	(c)	-	49%	49%	23%	21%	86%	65%
Equivalent in number of suppliers	2,409 (e)	2,313 (e)	419	67 (f)	67	54	214	148	326	169
Percentage of buyers having received training in responsible purchasing at end-2011 (identical scope)	67%	48%	92%	-	100%	100%	100%	100%	66%	62%

(a) Residential property France, excl. subsidiaries (73% of sales)

(b) Mainland France (57% of sales)

(c) Calculating the portion of purchases covered by responsible purchasing agreements and the portion of purchasing with assessed suppliers (through EcoVadis and special small business questionnaires) would require the manual reconciliation of two information systems. The rising number of assessed suppliers precluded this exercise in 2012. Bouygues Immobilier is considering an action plan as part of an information systems upgrade that will remedy this problem in future years.

(d) Small business self-assessments and EcoVadis assessments, including on-going assessments.

(e) The scope was extended in 2012 to factor in EcoVadis assessments and other CSR/QSE assessments of suppliers by Bouygues Construction. Data for 2011 has therefore been restated on the basis of the same scope.

(f) Aggregate of tier-one and tier-two suppliers. In its role as a specifier, Bouygues Immobilier systematically implements a responsible purchasing policy for approved tier-two suppliers, i.e. 48 approved suppliers in 2011.

The full set of responsible purchasing policy resources has been rolled out, covering a wide array of indicators. However, different levels of implementation across business areas complicated consolidation at Group level in 2012. The current priority is to cover the predefined scope. Consolidation will then follow.

**LABOUR STANDARDS**

3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Labour relations**

The Bouygues group has for many years promoted a respectful and constructive approach to labour relations that pave the way for real progress for the benefit of staff. Employee representative bodies in the different business areas are supplemented by the Group Council in France, with 30 representatives from 400 works councils spanning all the Group's activities, and the European Works Council, with 24 representatives from 11 countries. As privileged forums for meetings between union representatives from across the whole spectrum and Group executives, they provide an opportunity for exchanges about the Group's business and financial prospects and developments relating to jobs, HR policy, health and safety.

The interest of Group staff in the quality of these discussions between employees and management is reflected in the turnout for Group workplace elections in France (81% in 2011), which was much higher than the nationwide average (63.8% in 2006 according to the Department of Research and Statistics at the French Employment Ministry). This gives employee representatives a high degree of legitimacy.

p. 82, 83

	<p>In France, Group companies have concluded many agreements with trade unions on all the issues that affect employees' lives, such as profit-sharing, the organisation of working time, disabled workers, etc. In all these areas, progress has been driven by constructive labour relations based on mutual respect. To give just one example, following agreements with trade unions, employees in all business areas now benefit from a profit-sharing scheme.</p> <p><b><i>See table n°2 - "Collective agreements negotiated"</i></b>  <b><i>See table n°3 - "Turnout in elections for employee representatives"</i></b></p>	
<p>6 - comply with the elimination of discrimination in respect of employment and occupation.</p>	<p><b>Equal opportunity</b>  Each of Bouygues' business areas have a diversity officer and have continued their many initiatives to encourage diversity and equal opportunity. TF1 and Bouygues Telecom were awarded the Diversity label in December 2010 and June 2011 respectively.</p> <p><u>Gender equality</u>  The promotion of diversity and equal treatment of men and women are goals shared by all Bouygues group subsidiaries. As construction has always been a predominantly male industry in France, the challenge for Bouygues Construction and Colas is to make themselves more attractive to female job applicants. They are carrying out communication campaigns in universities and schools.</p> <p>More generally speaking, all Group companies have conducted an audit of the proportion of women in managerial positions and are taking steps to improve the situation. Special budgets are earmarked during wage negotiations to help equalise pay.  <b><i>See table n°4 - "Gender equality"</i></b></p> <p><u>The employment of people with disabilities</u>  A structured disability policy is firmly established in all the Bouygues group's business areas in France, including disability officers to coordinate actions and training for human resources managers and staff. Purchases from sheltered workshops and inclusion programmes have increased very substantially across the board as a result of internal and external awareness-raising campaigns.  <b><i>See table n°5 - "Disabled employees"</i></b></p> <p><u>Diversity</u>  Within the Bouygues group, integrating people of all social and cultural origins and backgrounds into the workforce has been a priority for many years, particularly in the construction businesses. Generally speaking, this is an essential element of diversity policies in all business areas.  Bouygues' aim to improve in this area is shown by the fact that three Group business areas - TF1, Bouygues Telecom and Bouygues Bâtiment International - have obtained Afnor's diversity label.</p> <p><u>Age management</u>  The Bouygues group treats all employees equally regardless of age, making sure that it hires enough young people while placing a premium on loyalty. As a result, age distribution in French operations is relatively well balanced, with an average age of 39</p>	<p>p.77, 78, 88, 89, 90</p>

	<p>and average length of service of 10 years. Older worker agreements have been concluded in all business areas, generating initiatives in favour of this category. Tutoring helps older workers to pass on their know-how, especially under apprenticeship and professional training contracts.</p> <p><b>See table n°6 - "Average age and seniority"</b>  <b>See table n°7 - "Workforce by age range"</b></p>	
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**Table n°2**

**Collective agreements negotiated**

	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2012 Group Total	2011 Group Total
Number of collective agreements negotiated, including mandatory annual negotiations (a)	6	104	4	69	43	11	237	179

(a) Coverage: 58% of the Group's headcount.

**Table n°3**

**Turnout in elections for employee representatives (1<sup>st</sup> round, principals)**

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2012 Group Total
Turnout in the most recent works council elections	85%	85%	76%	80%	75%	73%	80%

The indicator is specific to France and thus excludes international data  
Coverage: 58% of the Group's headcount.

**Table n°4**

**Gender equality (a)**

Scope: Global	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2012 Group Total	2011 Group Total
Women in the workforce (France)	34.3%	17.5%	48.3%	8.4%	48.2%	46.4%	18.8%	18.7%
Women managers	33.6%	22.8%	37.4%	13.69%	46.5%	34.5%	26.4%	26.0%
Women (Clerical, technical & supervisory)	35.7%	31.6%	77.1%	23.2%	53.4%	56.9%	35.3%	35.9%
Women site workers	-	0.9%	-	0.6%	-	-	0.8%	0.8%
Women managers (b)	17.7%	8.3%	25.4%	6.3%	34.7%	21.4%	12.4%	12.6%
Women in the workforce (Global) (c)	-	15.2%	31.9%	11.9%	30.8%	25.0%	13.8%	-
Women in Management/ Technicians	-	22.3%	70.2%	20.6%	30.8%	25.0%	21.9%	-
Women site workers	-	10.2%	-	7.6%	-	-	9.0%	-

(a) As a proportion of the total number in the job category concerned.

(b) As a proportion of employees in supervisory or more senior grades in France

(c) Excluding France



**Table n°5****Disabled workers (permanent and fixed-term staff)**

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2012 Group Total	2011 Group Total
Number of disabled employees	5	760	23	987	81	263	2,119	1,997
Number of disabled employees hired	-	56	3	37	15	34	145	164
Sales with sheltered workshops and inclusion programmes	€3,141	€1,807,790	€426,748	€1,292,000	€321,852	€1,255,429	€5,106,960	€4,552,473

International consolidation not yet carried out  
Coverage: 58% of the Group's headcount.

**Table n°6****Average age and seniority**

Scope: France		Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2012 Group Total	2011 Group Total
Average age and seniority	Average age	40	39	39	41	39	35	40	39
	Average seniority	10	11	8	12	11	7	11	10

**Table n°7****Workforce by age range <sup>(a)</sup>**

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2012 Group Total	2011 Group Total
Under 25	3.7%	8.7%	4.7%	6.6%	5.7%	9.9%	7.6%	8.4%
25-34 years	36.3%	33.2%	32.3%	23.9%	29.6%	41.1%	29.5%	30.4%
35-44 years	28.2%	25.5%	32.4%	27.3%	35.3%	37.6%	28.5%	28.7%
45-54 years	18.8%	23.6%	22.0%	29.1%	23.1%	9.6%	24.5%	23.6%
55 years and over	13.0%	9.0%	8.6%	13.0%	6.3%	1.8%	9.9%	8.9%

(a) Permanent and fixed-term staff  
Coverage: 58% of the Group's headcount.

**ENVIRONMENT**

7 – Businesses should support a precautionary approach to environmental	<b>Adapting the activity to environmental challenges</b> Aware of the environmental impact of its business activities, Bouygues has put in place mitigation policies, most notably through ISO 14001 certification. The Group is working to cut use of natural resources and energy, curb waste materials and carbon	p. 96 to 113
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<p>challenges</p> <p>8 - undertake initiatives to promote greater environmental responsibility.</p> <p>9 - encourage the development and diffusion of environmentally-friendly technologies.</p>	<p>emissions, assess and restrict health-related and toxicological impacts, and protect biodiversity. The Bouygues group draws on the support of the sustainable development departments in each of its business areas in order to tackle environmental issues.</p> <p><u>Energy/Carbon strategy</u> Bouygues has defined an energy-carbon strategy in order to address the issues related to climate change and dwindling fossil fuel resources.</p> <p>Bouygues is a partner and active member of The Shift Project, a multidisciplinary network of experts and economic players with acknowledged energy and climate change skills. This Europe-wide think tank puts forward proposals emanating from scientific and economic studies and research promoting a transition to an economy freed from dependence on fossil fuels.</p> <p>For the last four years, Bouygues has responded to the Carbon Disclosure Project questionnaire, the main source of data on how businesses worldwide are addressing the challenge of climate change. In 2012, a score of 74/100 (up 19 points) was awarded in recognition of the Group's transparency.</p> <p>In order to measure the impacts of its activities and implement priority actions to reduce them, in 2012 Bouygues released the first consolidated balance of the Group's greenhouse gas emissions.</p> <p>The following were calculated:</p> <ul style="list-style-type: none"> <li>- the direct and indirect emissions of the energy necessary for its activity (Scope 1: fossil energy, fuels; Scope 2: electricity);</li> <li>- the other indirect emissions (Scope 3: business travel, materials – steel, concrete, bitumen – and service inputs, freight, depreciation of plant and equipment, and waste processing). Emissions from the use of products sold were estimated only by some subsidiaries and cannot be consolidated.</li> </ul> <p>The 2012 carbon balance, carried out over FY2011, for the entire Bouygues group is 16.6 million tonnes of CO<sub>2</sub> equivalent. This carbon balance gives the Group all the necessary information to frame a policy to reduce the carbon intensity of its activities.</p> <p>Furthermore, the energy/carbon strategy committee, created in 2007, provides a forum for sharing best practices on ways of reducing CO<sub>2</sub> emissions and drawing up sales arguments for low-carbon products. This committee is helped in its work by Carbone 4, an environmental consultancy specialising in carbon strategies.</p> <p><u>Low-carbon solutions</u></p> <p>The Group endeavours to promote low-carbon products and services to customers.</p> <p>Such solutions reduce CO<sub>2</sub> emissions and generate overall cost savings over the product life-cycle, from production to use. They give a competitive edge that differentiates Bouygues from its competitors on many projects.</p>	
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Low-carbon solutions for buildings concern the design and construction of new, positive-energy buildings such as Bouygues Immobilier's Green Office® projects, the construction or renovation of BBC low-energy structures and housing and the introduction of Energy Performance Contracts (EPC) for social housing and private buildings.

#### Using resources sustainably

Bouygues seeks solutions for its activities that use less energy and fewer raw materials and endeavours to promote these solutions to customers.

The Group is also considering the issue of water management. In its construction businesses, Bouygues offers customers buildings that use less water. Several aspects are taken into consideration, including a comprehensive approach to the water cycle, reduction of consumption, use of rainwater and recycling of waste-water.

Given that the Bouygues group is a major user of raw materials, it employs recycling and eco-design procedures and devotes a substantial portion of R&D to the issue. A Group eco-design committee was set up in 2011 to consider ways of using resources more sustainably and limiting the environmental effects of its products. Each business area is introducing targeted actions to optimise consumption.

As major producers and users of building materials, the construction businesses recover and recycle waste and used materials. Colas has implemented processes for reusing asphalt mixes and construction waste. Bouygues Construction uses new design applications such as bespoke software solutions and building information modelling to optimise concrete and steel usage.

Bouygues Telecom implements initiatives such as eco-designing its stores.

#### Preventing pollution and managing waste

Bouygues is working in every way possible to reduce its environmental footprint.

The most significant levers for safeguarding the environment and preventing pollution are situated in the construction businesses. In 2010, Bouygues Construction launched the Ecosite initiative for reducing the environmental footprint of its worksites through 11 standards such as waste, hazardous materials, pollution (noise, atmospheric and bodies of water) and biodiversity. This in-house environment certification assimilates environmental standards based on the most exacting regulations in force. Additionally, Bouygues Construction is working with CSTB (the French building technology research centre) to develop Elodie®, a building life-cycle analysis application that assesses the environmental quality of a given building from every angle and its impacts on the environment.

A pioneer in the elimination of undesirable chemicals in the manufacture of its products, Colas has defined six priority action areas, including the elimination or recycling of waste oil, the main form of hazardous waste produced by the company. 67% of waste

	<p>oil worldwide was recovered in 2012.</p> <p>In addition, Bouygues and its subsidiaries also collect and recycle obsolete computer and electronic equipment. ATF Gaia, a disability-friendly company, has handled all the Group's WEEE (Waste Electrical and Electronic Equipment) processing since 2010. Since the start of the contract, this initiative has collected 43,407 items of equipment (including 17,596 in 2012). In total, 55% of the 404 tonnes of collected waste equipment has been destroyed and 45% reused.</p> <p>The media and telecoms businesses are major users of electronic products and hence directly concerned by this recycling policy. For sold products, in January 2010 Bouygues Telecom introduced a recycling service for used handsets, whatever the operator or brand.</p> <p><b><u>Biodiversity:</u></b></p> <p>The construction businesses are taking practical steps to protect biodiversity on worksites and in and around quarries and gravel pits. The media and telecoms businesses take initiatives by raising awareness amongst staff and viewers.</p> <p>Since the creation of the Biositiv structure in 2012, the Group now has an internal advisory unit that can help each business area develop a biodiversity strategy.</p> <p><b><u>Research and innovation</u></b></p> <p>The Bouygues group took an active part in the Grenelle environment summit in France, putting forward strict standards for buildings and helping lay the groundwork for low-energy and positive-energy buildings. More recently, in connection with the Environmental conference initiated by the French government, Bouygues took a stance by putting forward solutions to speed up transition to new types of energy (<a href="http://www.bouygues.com/wp-content/uploads/2013/01/CE_BD01_DEF_36_PROPOSITIONS.pdf">http://www.bouygues.com/wp-content/uploads/2013/01/CE_BD01_DEF_36_PROPOSITIONS.pdf</a>).</p> <p>In order to improve the energy efficiency of its products, the Group draws on its innovation policy which is based on protecting the environment. In addition to R&amp;D and innovation teams in the subsidiaries, there is a specialist unit at Group level called “e-lab”, which designs innovative products and services and has a particular focus on how to save energy. For example, this team developed the Energy-Pass® for Bouygues Construction, a tool to control running costs in new buildings that received financial support from Ademe, the French environment and energy management agency.</p> <p>The e-lab coordinates a Group-wide energy purchasing committee, set up in 2011 to improve the management of energy needs. The committee promotes energy efficiency initiatives, such as energy-saving certificates, and the use of renewable energy sources and demand response measures.</p> <p>In a similar vein, in 2011, Alstom and Bouygues, through its subsidiaries Bouygues Immobilier and ETDE (now Bouygues Energies &amp; Services), founded Embix, a company that provides</p>	<p>p.106</p>
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	<p>energy management services for eco-neighbourhoods.</p> <p>The Group also takes steps to limit its own consumption. A Group-wide Green IT<sup>1</sup> committee was set up in 2011 to steer and optimise energy consumption within Bouygues.</p>	
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**TRANSPARENCY AND VERIFICATION**

	<p>In order to comply with new French regulatory requirements, the Bouygues group will be publishing CSR reporting on 42 different themes in 2013. This publication includes the indicators for measuring the Group’s human resources, environmental and social performance. In order to ensure the uniformity and reliability of this information, a reporting protocol has been drafted in collaboration with the business areas. This mainly specifies the methodology to be applied when collecting the data to be used for these human resources, environmental and social indicators. An external audit was carried out by a statutory auditor in order to verify this information.</p> <p>Following the collection of this data and their assessment by the independent auditors, a Group-wide analysis is carried out and presented to the business area contributors concerned by these themes.</p>	
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**Bouygues' 2012 Registration Document**

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<sup>1</sup>Green IT aims to reduce the environmental footprint of information and communication technologies (ICTs). It offers a way of taking the energy requirements and energy costs of ICT equipment into consideration, including both the equipment itself and how it is used.