together!

As a global player in concessions, energy services and construction, VINCI is at the centre of the answers to the challenges shaping today's world. Its aim, which all its employees share, is to play an active role in advancing the environmental transition, upgrading living environments and fostering sustainable mobility. VINCI's culture is grounded in all-round performance, which factors economic efficiency, environmental ambition and social progress into the equation in all its business lines, all around the world, every day. The eight commitments in this Manifesto reflect our culture.

1 Our infrastructure and facilities serve the public and the common good. We therefore strive to involve all stakeholders – including partners, customers, suppliers, elected officials, local residents and civil society – in our projects as early as possible.
We commit to promoting outreach and consultation in conducting our projects to ensure that our partners are closely involved.

2 Ethical behaviour is key to our contracts and our customer relations.
Our companies apply our Code of Ethics and Conduct around the world.
We commit to ensuring total transparency in our own practices and in those of our subcontractors.

3 We work for the environmental transformation of living environments, infrastructure and mobility, through three main focus areas: acting for the climate, optimising resources thanks to the circular economy and preserving natural environments.
We commit to reducing our direct emissions by 40% by 2030, and to developing solutions that accelerate our customers' and our business sectors' environmental transition, while following a trajectory to achieve carbon neutrality by 2050.

4 Our business activity is rooted in local service. We therefore support the engagement of our employees and companies in sponsoring civic projects and combating social exclusion.
We commit to supporting the civic engagement of our employees, especially through the Group's foundations around the world.

5 We reject the idea that workplace accidents are unavoidable. Our management has a responsibility to do its utmost to ensure the physical integrity and the health of everyone on our worksites and in the facilities we operate.
We commit to the zero accidents objective.

6 Our culture is based on bringing together people of different backgrounds and experience. We fight all forms of discrimination in hiring, in workplace relations and in the career paths of our employees. We train our managers in this requirement and impress it on our suppliers and subcontractors.
We commit to diversifying our supervisory staff to include more women and people of diverse origins.

7 We take a long-term approach to relations with our employees. We practice responsible flexibility to foster balanced career and personal development for our employees.
We commit to proposing training and job mobility opportunities for all our employees in order to promote sustainable employability.

8 Our employees together represent VINCI's biggest shareholder block. We strive to share the benefits of our growth with our employees around the world through employee shareholding and appropriate profit-sharing schemes.
We commit to ensuring that every VINCI employee is given an opportunity, wherever possible, to share in our economic success.

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together

"The Manifesto's commitments regarding ethics, the environment, our workforce and society have guided everything we do, on all our projects, for more than 20 years. By adding my signature to this Manifesto, I wish to reaffirm – in a spirit of continuity – that I fully endorse these commitments and will ensure they are fulfilled."

Pierre Anjolras, Chief Executive Officer

VINCI