

Key dates in our Corporate Social Responsibility (CSR) process

1996

- Publication of the **Ethics Code**

2006

- Establishment of the **Egis Foundation**

2007

- **Organisation of a CSR process** within the Group's Innovation division
- Development of a **comprehensive eco-responsibility approach** with extensive employee involvement

2008

- Publication of the **first CSR report** and setting up of a **network of Sustainable Development (SD) coordinators**

2009

- Creation of the **CSR and Performance Division**, reporting to the general management
- In anticipation of the upcoming regulations, signature of an **agreement on gender equality**
- Initial organisation of **our SD offer** to highlight the added value of our solutions in terms of SD

2010

- Initiation of discussions with external stakeholders, with the creation of the **Sustainable Development Steering Committee**
- Signature of the **voluntary commitment agreement** for those in the engineering industry to take up the challenges of the Grenelle de l'environnement forum

2011

- Compliance with the **UN Global Compact**
- Establishment of the first **SD/CSR roadmap** (2011-2014)
- Incorporation of **CSR criteria in the management and operational processes** of the performance management system

2012

- Involvement in the **UN Rio+20 Earth Summit**
- Publication of an **SD/CSR Charter** and the **first non-financial reporting**
- First **monitoring of the environmental footprint** of our buildings
- Appointment of an **Ethical Director**, creation of a steering committee and a network of coordinators

2013

- Publication of the **Code of Integrity**
- Contribution to the **national debate on the energy transition law**
- Egis, the first French engineering **ISA portfolio manager** (International Sustainability Alliance)

2014

- **CSR strategic aims** for Egis - 2014-2016 SD/CSR roadmap
- Launch of the "**Safety attitude by Egis**" initiative
- Establishment of a **CSR maturity matrix**
- Membership of the "**Nos Quartiers ont des Talents**" (our neighbourhoods have talent) association which promote young graduates who live in "sensitive" urban areas in finding their first job

2015

- Official partner of the **COP21** climate change conference
- **Triple certification of the management system**: quality (ISO 9001), environment (ISO14001) and health & safety (OHSAS) in France
- Partnership with the NGO **R20 (Regions of Climate Action)**

2016

- **Development of an ambitious EET strategy** (environmental and energy transition strategy) at the heart of the 'IMAGINE' business plan
- **2016-2018 CSR roadmap**
- 10 years of the **Egis Foundation**