

# THE EGIS HUMAN RESOURCES MANAGEMENT CODE

The managerial commitments of Egis, a world-class group specialising in engineering and infrastructure operations, reflect our belief that personal and collective development go hand in hand with success in business.

Our thorough engagement, illustrated in our Code of Integrity, underlines our human values, corporate responsibility, and innovation which, with our Code of Ethics, continue to evolve in support of our alignment and growth.



The Group's intention is to consolidate throughout all Egis entities the key principles related to Human Resources Management, regardless of continent, region, country, or project. Compliance with local features as well as with the Group's standards in people management will be given a priority in all our operations.

Overall commitments described below are objectives which need to be achieved, promoted, challenged and adopted by all and for all in our professional lives.

## I. HUMAN RESOURCES MANAGEMENT CULTURE

Define and implement in all entities and at all levels standardised employment practices (recruitment, integration, employment contracts) but always taking account of local practice and culture.

Encourage the development of employee competencies in accordance with Egis standards through training, tutorship, and support, thus encouraging professional development within the company or within the Group whenever possible

## II. EMPLOYEE SOCIAL PROTECTION

Ensure that in all countries where Egis operates, our employees receive as a minimum the social protection plan complying with the national legal framework of the country where they work

## III. HEALTH, SAFETY & SECURITY

Ensure acceptable working conditions and take all measures to guarantee that the working environment complies with health, safety and security regulations and internal rules for all staff members working under the authority of Egis (or act on behalf of) on projects and within the various hosting entities

## IV. LABOR

Each Egis entity should strictly follow local labor laws and regulations of the country where they operate. The age requirements for work – including the minimum apprenticeship and internship standards – must be aligned with the labor and educational frameworks of the country. Any form of forced labor is prohibited

## VI. INTEGRATION AND COMMUNICATION

Promote respect for the legal framework in the countries where Egis operates and also support interaction, develop information platforms and communication events aligned with the local cultural features and habits

## VIII. SOCIAL RESPONSIBILITY

Managers are responsible for promoting and implementing these principles in all partners working on common projects (co- and subcontractors, external service providers, etc.) who will be requested to respect the legal HR management framework in the country where they operate with Egis. HR solutions providers supplying workforce to Egis entities and project sites will be informed before contracting and required to comply with the Egis Human Resources Management Code which will be shared with them

## V. EQUALITY AND RESPECT

Provide all employees of the same entity with equal employment opportunities, professional/geographic mobility, training, compensation and occupational health regardless of race, color, age, sex, origin, sexual orientation, disability, or religious belief, in compliance with the country's culture and regulations. Manage people in a respectful and responsible way, forbidding any mental or physical violence protecting the mental and physical wellbeing of employees

## VII. MANAGERIAL COMMITMENT

All managers will endorse these principles sharing them with the managing teams who will deploy them within their own circles. Egis Group will encourage all innovative practices so as to eliminate discrimination



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