

SUBCONTRACTOR RELATIONS GUIDELINES

VINCI was built on the strong values that underpin its identity. We strive, in our Together programme, to reach out to all our stakeholders and engage in dialogue with them. The VINCI *Manifesto* presents our social and environmental responsibility policy. Our *Code of Ethics and Conduct* sets out the conduct expected of our employees. These *Subcontractor Relations Guidelines* spell out the six fundamental commitments made by the Group's purchasing and contract management officers, who will see to it that they are implemented, and reflects the importance of forging working relationships based on fairness with our subcontractors and suppliers.

Commitment 1 **COMPARABLE SAFETY CONDITIONS FOR OUR EMPLOYEES AND SUBCONTRACTORS**

Continuous improvement of worksite safety is an absolute priority for VINCI. Our management ensures that steps are taken to safeguard the health and safety of every person on our construction and operating sites. On each VINCI site, comparable safety conditions must apply to our employees and the employees of our subcontractors. In line with this commitment, the Group's companies support their subcontractors' own safety improvement programmes.

Commitment 2 **FAIR COMMERCIAL RELATIONS**

To develop our business, we must forge long-term working relationships with our subcontractors. Since the financial health of our subcontractors is crucial to their viability, our purchasing and contract management officers undertake to reject abnormally low bids and to ensure that contractual clauses, especially those pertaining to guarantees and payment terms, are applied in good faith.

Commitment 3 **FAIR CONTRACTING PRACTICES**

In order to work with efficient and effective subcontractors, our purchasing and contract management officers undertake to select subcontractors objectively on the basis of the best bid, under fair conditions and in compliance with local regulations.

Commitment 4 **TRANSPARENCY IN BUSINESS RELATIONS**

To improve project execution and develop trust among partners, free-flowing and transparent exchange of information is essential. All information required for project execution will be shared in good faith among project participants, and care will be taken to maintain the confidentiality of information received and to respect the intellectual property rights of the participants.

Commitment 5 **COOPERATION WITH LOCAL COMPANIES**

To help foster local employment, our teams undertake to make their best effort to integrate local companies in our projects. When conditions permit, we will include local companies in our tendering procedures and VINCI companies will foster the transfer to subcontractors of expertise required for project execution.

Commitment 6 **COMPLIANCE WITH VINCI'S VALUES**

VINCI chooses to work with subcontractors who make a commitment to comply with the same values as those set out in our *Manifesto* and our *Code of Ethics and Conduct*.