

EQUAL OPPORTUNITIES POLICY

VINCI upholds the principle of prohibiting discrimination on any grounds in hiring and labour relations. Human resources administration and employee relations are based on the principles of mutual trust and respect to ensure that everyone is treated with dignity.

VINCI Construction Grands Projets and Janin-Atlas Inc. apply a proactive equal opportunities management policy focused in particular on gender equality and employment of the disabled, minority ethnic and senior employees. The Company is fully committed to actively promoting diversity, guaranteeing equal opportunities to all its employees in line with all applicable regulations and creating an inclusive working culture that allows everyone to perform to their potential.

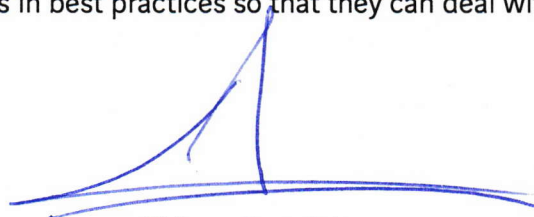
No persons or group of persons applying for employment, training, or promotion will be treated less favourably than any other persons or group of persons on the grounds of their sex, religion, belief, marital status, complexion, disability, sexual orientation, race, ethnic origins or on the basis of conditions or requirements which cannot be shown to be justifiable.

In line with our Human Resources Policy, VINCI Construction Grands Projets and Janin-Atlas aim to:

- Implement non-discriminatory procedures and practices in its pre-employment and career development processes;
- Encourage all employees to respect and act in accordance with this policy; and
- Detect all forms of bullying and harassment witnessed at the workplace and deal with complaints in a thorough and fair manner.

In implementing these rules, each employee must use common sense and integrity. Employees are also encouraged to report any malpractice they may witness through the whistleblowing procedure as highlighted in our Code of Conduct Policy.

We also commit to training our managers in best practices so that they can deal with all forms of discrimination within our company.



Thierry Portafaix
Director for North America
VINCI Construction Grands Projets – Janin-Atlas Inc.
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