



PRESS RELEASE



Tuesday 1 February 2022

BOUYGUES CONSTRUCTION AWARDED “TOP EMPLOYER FRANCE” AND “TOP EMPLOYER EUROPE” CERTIFICATION FOR 2022

**Bouygues Construction is recognised by the Top Employers Institute
for its good practices in HR policy**

Bouygues Construction, a responsible and committed player in sustainable construction, has been recognised and accredited by the Top Employers Institute, an independent international body, as a “Top Employer France” for the sixth consecutive year and a “Top Employer Europe” for the fourth year, with certification also awarded to its entities in the United Kingdom, Switzerland, Poland and the Czech Republic.

This “Top Employer” certification rewards the initiatives that Bouygues Construction has undertaken for many years within its organisation to provide its employees with the best possible working environment through innovative HR practices. The Group is the only construction company included in this survey.

The Top Employers Institute programme assessed Bouygues Construction’s HR policy through the “HR Best Practices Survey”, which addresses six major HR areas, broken down into 20 themes such as talent management strategy, the work environment, talent acquisition, training and skills development, well-being, and diversity and inclusion.

Amélie Quidor, HR Director of Bouygues Construction, commented: “We are delighted to have received Top Employer Europe certification once again. This recognition underlines our constant desire to provide better support for our employees and to cultivate team spirit, even in the context of a year so disrupted by the public health crisis in 2021. Beyond the certification, what means most to us is the positive feedback from our employees and their suggestions for going even further, in a spirit of exchange, openness and co-construction. Our employer brand has to be lived and experienced on a daily basis. I am very proud of the teams for their commitment on a daily basis!”

2021 saw two new features that were highlighted by Bouygues Construction:

- A **new annual exchange interview** scheme, which promotes high quality preparation and richer dialogue.
- The **Chance to Meet** programme, through which meetings are organised between top management and the talented individuals identified within the company. The younger participants can discover inspiring career paths and benefit from advice, and the top managers can gather ideas from the leaders of tomorrow.

For 2022, two priority themes will be developed and enriched following feedback from the Top Employer survey:

- **The attractiveness and richness of our career paths**, through a new training offer and better promotion of professional mobility, such as pathways between different businesses.
- The second topic reinforces our **Diversity ambition**, with the desire to encourage the diversity of backgrounds and cultures within the Group even more strongly, in particular through our gender diversity programmes and through the international profile of our management teams and of the individuals we recruit.





Shared **innovation**



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About Bouygues Construction:

With 58,000 responsible and committed employees in more than 60 countries, Bouygues Construction designs, builds and operates projects in the sectors of building, civil works and energies and services. A leader in sustainable construction, the Group sees shared innovation as its primary added value and ensures that health and safety are its top priorities. It has pledged to cut its greenhouse gas emissions by 30% by 2030 and offers its customers a wide range of low-carbon solutions. In 2020, Bouygues Construction generated sales of €12 billion.

About the Top Employers Institute

The Top Employers Institute is the global authority on recognizing excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified and recognized as an employer of choice. Established 30 years ago, Top Employers Institute has certified over 1 600 organizations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.

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