



# SUSTAINABLE DEVELOPMENT ESSENTIALS

2021



**INVESTING THE RESOURCES NEEDED  
FOR OUR SUSTAINABLE DEVELOPMENT GOALS**

# GOVERNANCE

## Integrating sustainable development into GSE's operations

- GSE has been a member of the **Global Compact France** since its creation in 2003. Working with the United Nations, GSE builds the principles of the Global Compact and the Sustainable Development Goals into its strategy.
- GSE's CSR Department oversees this sustainable development strategy. To ensure strong Management alignment and backing, the **CSR Committee** meets four times a year. It is chaired by Roland Paul and includes other members of the Executive Committee.
- GSE established a **sustainable development roadmap** to 2025, to bring its commitments to life. The roadmap spells out the targets to be achieved and is reviewed annually.



Non-financial ratings agency EcoVadis awarded GSE a **Platinum level** rating. With a score of 74/100, GSE is among the top 1% of best-rated companies in the world.

## With a tangible impact on your projects



- Our **Environmental Certification** department is here for your projects: BREEAM, HQE®, LEED, BEPOS, etc. Whatever your needs, GSE's experts "design in" your environmental objectives – and see them through during construction.
- GSE's **Eco-Responsible Building Programme** harnesses the company's R&D capabilities to integrate the best solutions into all projects: carbon reduction, biodiversity, comfort, low-impact construction techniques, etc.



# 74%

of GSE's revenues in 2020 were from environmentally certified projects

# ETHICS & HUMAN RIGHTS

## Ensuring exemplary practices

**660**  
employees have taken  
our anti-corruption  
e-course since we  
introduced it



- GSE has far-reaching and uncompromising ethical procedures. In particular, the Group has an **Ethical Charter**, an Anti-Bribery Policy, a Management of Conflicts of Interest Policy and a Whistleblower Protection Procedure.
- Each employee is required to take a **mandatory anti-corruption course**. To ensure compliance with the rules of ethics, an internal audit of practices is carried out every year.
- Our Human Resources department guarantees **diversity and equal opportunity** in all its processes. Women account for 38% of the Group's workforce. GSE raises awareness of opportunities in engineering among young women and secondary school students in underprivileged neighbourhoods.

## And applying them on our construction sites

- GSE is responsible for its supply chains and ensures that all partners are **treated fairly** – and that they act fairly themselves. Our responsible purchasing charter requires suppliers and subcontractors to adapt to the requirements of sustainable development.
- The Legal, Quality-Safety-Methods and Purchasing departments jointly support the **prevention of illegal labour** on construction sites. We carry out checks on each operation and prohibit subcontracting beyond the second level.
- We regularly call upon **work integration** companies to promote diversity on our construction sites.



# HEALTH & WELLBEING

## Providing ideal working conditions

GSE promotes a good work/life balance. An agreement on the right to **work from home** enables everyone to organise their time more flexibly. We also signed an agreement on the right to disconnect.

Employees enjoy many benefits designed to promote wellbeing: co-working spaces, **sports classes**, an organic company restaurant, support for culture, organised trips and activities, etc.

The Group provides **training** and career development for all employees. An onboarding and training programme is in place for each new recruit and the GSE Academy supports young graduates.



# LOW CARBON

## Reducing the impact of our direct operations

# 10%

CO2 emissions from business trips since 2016 (excluding the pandemic's impact)

GSE is committed to **sustainable mobility**. Every year, GSE employees travel almost 38,000 km each. To reduce the carbon footprint of these business trips, we published a mobility plan aiming to cut down on unnecessary travel, optimise the use of cars and promote sustainable means of transport.

To **offset the carbon emissions** that could not yet be eliminated, GSE backs the energy transition actions of climate solidarity NGO Geres.

GSE is a signatory of the **French Business Climate Pledge** spearheaded by employers' union MEDEF: a commitment to a drastic reduction in greenhouse gas emissions.

## Ensuring workers' health & safety and users' comfort



# 180

site audits carried out in 2020

The **Quality-Safety-Methods** department ensures safety at all GSE sites. Its experts carry out on-site inspections, advise and train GSE supervisors, and provide support and guidance to help GSE staff fulfil their responsibilities.

We design our buildings to promote thermal, light and acoustic **comfort**, as well as air quality. Our interior design team tunes in to clients' preferences to deliver comfortable, innovative and aesthetically pleasing solutions.

A **user's guide** helps occupiers take ownership of the building after handover.

## And those of our buildings

Systematic **life cycle analysis (LCA)** of our buildings helps control and reduce their carbon footprint. In cooperation with French national environmental agency ADEME, GSE has joined the experimental **ACT programme** that assesses buildings' carbon footprint.

Our buildings' design always keeps **frugality** in mind: insulation, technical systems, solar panels, etc. The EnerGISE app developed by GSE enables occupiers and facility managers to monitor and measure their building's consumption and air quality in real time.

**On our construction sites**, the portacabins have water-saving systems and devices to reduce energy consumption, such as presence sensors, heating regulators and meters to monitor consumption.



# BIODIVERSITY

## Committing to biodiversity



- GSE is committed to the UN's **Sustainable Development Goals** and has identified seven priority SDGs in its strategy. Among them, biodiversity is a key focus of our R&D activity.
- At the head office, we installed an infiltration basin for wastewater **phytodepuration**. The outdoor areas are adapted to the local environment. We planted melliferous flowers to encourage pollination and installed insect hotels.
- Throughout the year, we raise employees' **awareness** of various sustainable development challenges, including biodiversity.

## And applying good practices in our projects

- We design **green spaces** in a way that respects local ecosystems, with species that are local, non-allergenic, non-invasive and need little water. We seek to protect the wildlife. As a starting point, we sometimes appoint environmental engineers to establish an inventory of the fauna & flora.
- To limit the impact of **land cover change**, GSE offers to build multi-storey warehouses or to recover industrial wasteland. Our buildings make optimal use of land and reduce the risk of destroying natural habitats.
- We apply various approaches to **support biodiversity**. We plant meadows and Miyawaki forests. We install nesting boxes, insect trees, beehives, gardening areas, picnic tables, educational panels to reconnect users with biodiversity, etc.



# WASTE

## Reducing and sorting office waste

- GSE pledges to dramatically reduce its **use of plastic** at the office. To eliminate disposable tableware and plastic bottles, we distributed reusable water bottles and mugs to all employees.
- Our awareness-raising campaigns foster employees' commitment to **waste reduction**. A programme to cut back on printing is in place, with many services now digitalised.
- To encourage **recycling**, each branch has sorting bins. Posters make sorting easy and increase the proportion of office waste that is recycled.

**-50%**

less paper used  
since 2016

**+35%**

office waste recycling  
since 2018

## As well as construction waste

- Construction sites are the largest producers of waste in Europe. GSE works on all sites with waste service providers to **recover waste** and has a partnership with a specialist start-up to increase the share of recovered waste material.
- The **choice of materials** can include recycled or recyclable materials – and we optimise supplies to reduce the total volume of waste.
- Each construction site has awareness-raising and sorting instructions for site personnel. **Site Environmental Managers** can be appointed to ensure compliance with the site environmental code and with waste sorting best practices.



# LOCAL PRESENCE

## Supporting local development

Through the **GSE Foundation**, the Group carries out and supports humanitarian, educational, cultural and social actions in the public interest. In 2018, we built a boarding school for young girls in Nepal and – in 2019 – a farm-school in Madagascar.

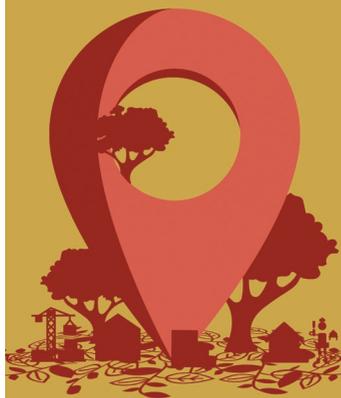
GSE is a member of the **Fondation Agir Contre l'Exclusion**, with which it takes part in actions for education, jobs for the unemployed and the fight against social exclusion.

GSE also supports local economic development through **business incubators** and by sharing its expertise during presentations at engineering schools.



# 2,500

full-time equivalent jobs  
created in one year by GSE  
construction sites



## Including through our construction

GSE applies **responsible purchasing** practices. Whenever possible, we involve local contractors or job-creating companies. We evaluate our partners before and after the construction work on their sustainable development track records.

To **reduce local nuisances**, we send a letter to local residents before the start of the works and we carry them out in an orderly manner, minimising the nuisances caused to the community.

For a hands-on approach to project management, GSE has some **ten local branches** across France. We also launched the GSE Partners programme, which provides technical & financial support to entrepreneurs within a network of microenterprises.