

SUSTAINABLE DEVELOPMENT ESSENTIALS

2021-2022



ROADMAP TO 2025

GSE'S SEVEN SUSTAINABLE DEVELOPMENT PRIORITIES

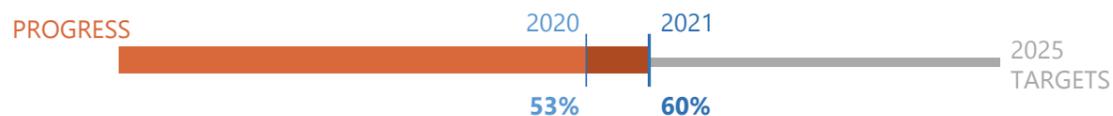
GSE's sustainability roadmap defines the objectives the company aims to reach by 2025 and the key measures to achieve these outcomes. It involves an annual assessment of the seven key challenges we identified on our journey to sustainability. The roadmap enables us to understand our extra-financial performance in relation to the targets we set – and to define the actions we need to take.

Our seven key sustainability challenges are based on a comprehensive analysis of the company's impacts, taking into account international guidelines – such as ISO 26000, the Global Reporting Initiative (GRI) and the UN Sustainable Development Goals (SDGs) – and a materiality analysis. The company's management and the relevant department managers have approved them, establishing them as priorities in all of GSE's activities.



GOVERNANCE	SOCIAL	ENVIRONMENT
STRATEGY Promote sustainable development	HUMAN RIGHTS Respect human rights and diversity	CLIMATE Cut consumption and carbon footprint
ETHICS Ensure ethics and transparency	HEALTH Ensure health and wellbeing	BIODIVERSITY Preserve habitats and species
		WASTE Reduce, reuse and recycle waste

OVERALL RATE OF ACHIEVEMENT OF THE 2025 TARGETS



GOVERNANCE – PRIORITY 1

STRATEGY

A committed company



GSE's network of CSR correspondents – Climate fresco 2022

- GSE has been a member of **French Global Compact** since its creation in 2003. Making strong commitments under the patronage of the United Nations, GSE integrates the principles of the Global Compact and the UN's Sustainable Development Goals into its strategy.
- Within GSE, the **CSR Committee** defines the sustainable development strategy and manages its implementation. Four times a year, the CSR Committee meets to approve strategic orientations. Chaired by Roland Paul, it includes other members of the Executive Committee.
- The **CSR correspondents** are volunteer employees with a strong personal commitment to sustainable development. They support GSE in carrying out the CSR strategy.



79/100

For sustainable buildings



Cecodia© building by GSE

- The Lab, our **R&D centre**, brings together teams of experts working in three complementary areas of expertise: Building Information Modelling (BIM), Sustainable Buildings and Smart Buildings.
- The **Sustainable Buildings team** helps projects achieve their environmental objectives, including certification (BREEAM, HQE®, LEED, ZERO CARBON, etc.). Based on each client's need, GSE's experts manage the process throughout the design and build phases.
- The R&D of the **Responsible Buildings Programme** enables GSE to use the best solutions for each project: low-carbon, energy performance, biodiversity, interior comfort, low-impact construction sites.

62%

of GSE's projects (by revenue) pursued environmental certification in 2021

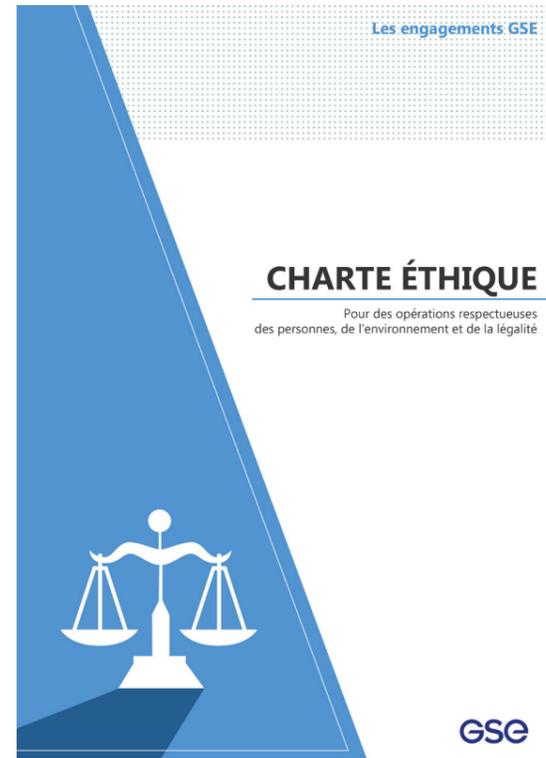
ETHICS

Establishing exemplary practices

- GSE has ambitious and uncompromising ethical procedures. They are enshrined in a Code of **Ethics**, an **Anti-Corruption** Policy, a **Conflict-of-Interest** Management Policy and a **Whistleblower Protection** Policy.
- **Anti-corruption training is mandatory** for all employees. And to check that everyone complies with the rules of ethics, we carry out an internal audit of our practices every year.
- GSE communicates **transparently** on the impacts of its activities and the actions taken to reduce them. Every year, we share our sustainable development report with all the company's stakeholders.

733

GSE employees took our e-courses on ethics and the prevention of corruption



And applying them on our construction sites



- GSE's **Responsible Purchasing Code** sets out the mutual commitments between the company and its subcontractors & suppliers. All our contracts specifically require compliance with this code.
- We rate suppliers and subcontractors' sustainable development records **before and after their construction work**. And we seek to build partnerships with companies that provide environmentally friendly products & services.
- We see it as our **duty to advise** clients and offer them reliable options, so they can make better-informed choices regarding social & environmental issues.

95%

of GSE clients are satisfied or very satisfied

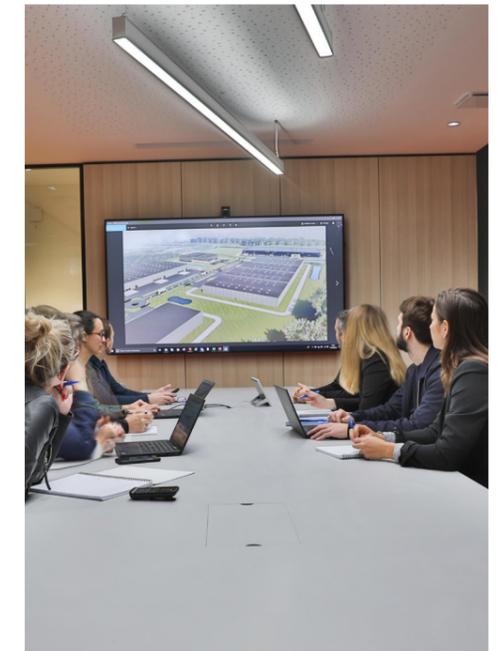
HUMAN RIGHTS

Supporting GSE employees

- We guarantee **compliance with international labour standards**, including the ILO's conventions and all local legislation applicable in the countries where we operate.
- Our Human Resources Department ensures that the principles of **diversity and equal opportunity** are respected in all its processes. Women account for 38% of GSE's workforce. Through presentations and campaigns in schools of underprivileged areas, GSE encourages pupils – and particularly girls – to consider careers in engineering.
- GSE supports its employees throughout their **careers**, with onboarding seminars, training programmes, biannual career-planning meetings, internal mobility, career counselling by a talent manager, etc.

30h

of training a year per employee



And fostering local development



- GSE often calls upon **work integration** social enterprises, which support diversity on construction sites. GSE signed – with the Vaucluse prefecture – the PAQTE / Plan 10,000 agreement to promote integration through employment.
- Our Legal, Quality-Safety-Method and Purchasing departments work together to **combat undocumented labour** on construction sites. We carry out checks on every operation and do not accept subcontracting beyond level 2.
- We support **public-interest organisations** through the GSE Foundation's endowment fund and our partnership with the Fondation Agir Contre Exclusion.

3,000

jobs created by GSE's construction sites

HEALTH

Providing the best working conditions



GSE head office, Avignon

- GSE provides a good **work-life balance**. Agreements on teleworking and on the right to disconnect allow everyone to organise their time more flexibly.
- We offer many benefits to foster employee **wellbeing**: co-working spaces, sports classes, a socially responsible company restaurant, as well as support for culture, organised trips and activities, etc.
- Managers receive regular training in the active prevention of **psychosocial risks**, while employees are trained to prevent road hazards.

93%
of employees
enjoy working at GSE

Ensuring construction workers' health and users' comfort



181
worksite audits carried out by GSE's
Quality-Safety-Method Department
in 2021

- The Quality-Safety-Method Department oversees **safety on all GSE construction sites**. Our team of experts carries out on-site inspections, providing advice, training for GSE supervisors and support & guidance to help GSE staff fulfil their responsibilities.
- Our buildings are designed to promote **thermal, lighting and acoustic comfort** – as well as air quality. Our interior design department suggests pleasant, innovative and visually appealing solutions.
- A **user guide** helps occupiers take control of their building following its handover.

CLIMATE

Reducing our direct operations' carbon footprint

- GSE is committed to **sustainable mobility**. Our employees travel on average almost 32,000 km a year. To cut our carbon footprint, we issued a mobility plan aiming to reduce travel, optimise car use and promote sustainable modes of transport.
- Thanks to actions taken to improve **energy efficiency**, we have reduced the electricity consumption of our branch offices by 32% since 2018.
- To **offset** its remaining carbon emissions, GSE supports energy transition actions alongside international NGO Geres.

-25%
kilometres travelled
per employee since 2018



IN TAJIKISTAN, GERES PROJECTS IMPROVE THE LIVING CONDITIONS AND RESILIENCE OF RURAL COMMUNITIES

And improving our buildings' performance



MEDIACOVAC - PORT SAINT LOUIS DU RHÔNE

856_T of CO₂
average carbon
footprint of our
buildings over 50 years

- We now systematically carry out **Life Cycle Analyses (LCA)** of our buildings and we implement measures to cut the carbon footprint of the construction. Alongside environmental agency ADEME, we have joined the experimental programme ACT to evaluate our plan for transitioning to a low-carbon economy.
- Our buildings have **frugality** designed in, thanks to insulation, efficient technical systems, solar panels, etc. The enerGiSE application developed by GSE enables users to monitor and measure their building's energy consumption and air quality indicators, at all times.
- We seek to maximise the **reuse of materials** in our projects, including interior fixtures. These measures support compliance with France's new environmental regulation RE2020, which calls for these materials to have a net zero carbon footprint, according to regulatory calculations.

BIODIVERSITY

Protecting biodiversity



GSE head office, Avignon

- GSE is committed to the **UN's Sustainable Development Goals** and has identified seven priority SDGs in its strategy. These include Life on Land, a key theme for our R&D work.
- At the head office, we installed an infiltration basin with **plant-based wastewater treatment**. In 2023, a wildlife audit will help us improve the site's biodiversity.
- Throughout the year, **awareness-raising** sessions for GSE employees focus on sustainable development issues, including biodiversity.

30%
of GSE's sustainability awareness actions in 2021 focused on biodiversity issues

And applying best practices in our projects



Fives Pillard - Château-Gombert

- GSE suggests **landscaping** that is aligned with the surrounding ecosystems – including local, non-invasive species that do not require much watering – and protects wildlife. As a starting point, environmental engineers can be called in to draw up an inventory of local plant and animal species.
- To minimise **soil sealing**, GSE offers to build multi-storey warehouses or to requalify industrial brownfield. Our buildings make optimal use of their footprint and seek to limit the destruction of natural areas.
- Various approaches can help **develop biodiversity**: meadows, nesting boxes, insect trees, beehives, gardening areas, picnic tables, information panels to reconnect users with biodiversity, etc.

18
worksites involved an ecologist in 2021

WASTE

Reducing and recycling office waste

- GSE has drastically reduced **plastic** consumption in the office. We have done away with disposable tableware and plastic bottles by giving all employees reusable bottles and mugs.
- Regular awareness-raising campaigns encourage staff to **reduce and recycle waste**. Thanks to the digitalisation of many services, a print reduction programme has also been rolled out.
- At the head office, the **company restaurant** is committed to waste reduction: adapted portion sizes, sorting of biowaste, "click & collect" of leftover meals.

-50%
paper consumption since 2018



GSE – COMPANY RESTAURANT, AVIGNON

Reusing and upcycling construction site waste



GOODMAN - SURY-LE-COMTAL

- The construction industry is France's largest producer of waste. GSE is committed to increasing the **recovery of construction site waste** by working with service providers specialised in optimising its reprocessing.
- The **choice of materials** can include recycled or recyclable materials, while volumes are optimised to reduce the total amount of waste.
- Each construction site carries out awareness-raising actions and displays sorting instructions for site workers. On certified sites, **Environmental Site Managers** can be appointed to ensure compliance with the site's environmental code and with the best practices of waste sorting.

81%
average waste recovery rate on GSE construction sites



GSe