

ROAD MAP

SUSTAINABLE DEVELOPMENT

Commitments and goals
by 2025



ESG STRATEGY

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GOVERNANCE



ETHICS

Ensure ethics and compliance



STRATEGY

Implement sustainability to the strategy

SOCIAL



HUMAN RIGHTS

Respect human rights and diversity



HEALTH

Protect security and well-being

ENVIRONMENT



CLIMATE

Reduce consumptions and carbon footprint



BIODIVERSITY

Preserve biodiversity



WASTE

Reduce, reuse and recycle waste

THE 7 PRIORITY STAKES OF SUSTAINABLE DEVELOPMENT AT GSE

GSE's sustainable development strategy is based on Environmental, Social and Governance (ESG) criteria to manage 7 priority stakes.

Ethics, strategy, human rights, health, climate, biodiversity and waste are the subject of specific action plans, reporting and management. These issues were identified by combining a global analysis of the Group's impacts, taking into account international guidelines (ISO 26000, Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (SDGs)) and an materiality analysis. They are approved by the Executive Board as well as each Department Manager concerned, to state their priority in all GSE activities.

For each of these issues, GSE is committed to being exemplary in its own practices, while applying its commitments to its operations. Our watchword: **a committed company for sustainable buildings.**

ESG STRATEGY

		A COMMITTED COMPANY	FOR SUSTAINABLE BUILDINGS
GOVERNANCE	 ETHICS Ensure ethics and compliance	Compliance ethics transparency and accountability	Duty of care and sustainable purchasing client relationship and advice
	 STRATEGY Implement sustainability to the strategy	Governance values and commitments strategy and evaluations awareness and trainings	Environmental management innovation
SOCIAL	 HUMAN RIGHTS Respect human rights and diversity	Human Rights equal opportunities career management and trainings sponsorships	Inclusion economic impact
	 HEALTH Protect security and well-being	Well-being work conditions and organization office health and safety	Comfort construction sites health and safety
ENVIRONMENT	 CLIMATE Reduce consumptions and carbon footprint	Energy consumption mobility green IT carbon footprint and compensation	Energy efficiency and renewable energies LCA and carbon footprint construction sites consumptions carbone compensation
	 BIODIVERSITY Preserve biodiversity	Green spaces awareness and accountability	Land covering and land sealing protection natural areas and species green spaces
	 WASTE Reduce, reuse and recycle waste	Waste reduction responsible communication recycling	Waste reduction reuse of materials recycling



ETHICS

Ensure ethics and compliance



A COMMITTED COMPANY

COMMITMENTS

2025 GOALS

2025 goals 2022 results

		2025 goals	2022 results	
COMPLIANCE	Comply with all applicable law, particularly in matters of competition, corruption, labor law and environmental law.	Legal action for anti-competitive behavior, corruption, antitrust practices, lack of product information, non-confidentiality of data, ecocide or other environmental degradation	0	0
ETHICS	Apply the principles of the ethical charter. Train the collaborators in ethical practices. Prevent the risks of corruption and conflicts of interest. Protect whistleblowers.	Cases settled within the framework of the whistleblower protection procedure	100%	100%
		Employees trained in the fight against corruption	100%	100%
TRANSPARENCY AND ACCOUNTABILITY	Communicate regularly on sustainable development performance. Apply the principle of transparency with all stakeholders. Integrate stakeholders into company strategy.	Average rating of internal communication by employees	4/5	3.8/5
		Average rating of information transparency by GSE employees	4.5/5	3.8/5
		Percentage of suppliers satisfied or very satisfied with GSE's communication	95%	86%
		Stakeholder satisfaction with GSE's CSR policy	5/5	3.7/5

2022 LEVEL:



95%

2025 GOALS



ETHICS

Ensure ethics and compliance



FOR SUSTAINABLE BUILDINGS

COMMITMENTS

2025 GOALS

2025 goals 2022 results

DUTY OF CARE AND SUSTAINABLE PURCHASING

Work with suppliers and subcontractors to ensure adherence to the principles of sustainable development throughout the supply chain. Include selection criteria relating to sustainable development in calls for tenders. Evaluate the performance of suppliers on ESG subjects. Support suppliers in improving their practices and innovation. Train buyers in responsible purchasing.

Proportion of target suppliers of the responsible purchasing approach out of the total purchasing volume	50%	16%
Percentage of projects incorporating a sustainable supply plan	100%	34%
Level of supplier maturity regarding sustainable development	70%	45%
Percentage of companies targeted by the responsible purchasing approach met on the subject of sustainable development (%)	100%	14%
Percentage of buyers trained in responsible purchasing	100%	100%

CLIENT RELATIONSHIP AND ADVICE

Integrate solutions into all offers to reduce the environmental impact of buildings. Continually improve GSE's expertise and advise clients on the best solutions regarding the environment. Guarantee customer satisfaction. Have a clear and precise marketing speech, proven and demonstrated commercial arguments. Make customers aware of the stakes of sustainable development.

Percentage of customers ready to work again with GSE	100%	94%
Customer satisfaction rate	100%	83%
Proportion of social media communications related to sustainable development	20%	6%
Proportion of press releases related to sustainable development	100%	59%

2022 LEVEL:



66%

2025 GOALS



STRATEGY

Implement sustainability to the strategy



A COMMITTED COMPANY

		COMMITMENTS	2025 GOALS	
			2025 goals	2022 results
GOVERNANCE	Carry out a quarterly review of the progress of the roadmap with the GSE management via the CSR Committee and validate the strategic orientations. Integrate employees into the process via the CSR correspondents network.	Percentage of female CSR correspondents	50%	52%
		Percentage of CSR correspondents located abroad	20%	4%
		Percentage of employees declaring that they trust the management of GSE	100%	96%
VALUES ET ENGAGEMENTS	Share the GSE charters around 4 themes: ethics, human rights, environment and responsible purchasing. Update their content every 4 years. Train all employees in GSE commitments.	Employees who recognize themselves in the values of the company	4.5/5	4.2/5
		Percentage of employees trained in company charters	100%	100%
STRATEGY AND EVALUATIONS	Integrate sustainable development into the overall strategy of GSE in the short, medium and long term. Undertake a global impact reduction strategy. Evaluate the results of the policies in place annually. Have non-financial information verified and evaluated by third parties.	Overall EcoVadis evaluation score	80/100	79/100
		EcoVadis evaluation score - ethics	90/100	80/100
		EcoVadis evaluation score - social	90/100	80/100
		EcoVadis evaluation score - environment	85/100	80/100
		EcoVadis evaluation score - sustainable purchasing	80/100	70/100
AWARENESS AND TRAININGS	Raise awareness and train employees on an ongoing basis on the various subjects of sustainable development. Communicate monthly on the actions in place and good practices. Organize a unifying event around sustainable development each year.	Level of knowledge of CSR by employees	7/10	5.1/10
		Percentage of employees considering CSR as useful or essential for the future of GSE	100%	96%

2022 LEVEL:



2025 GOALS



STRATEGY

Implement sustainability to the strategy



FOR SUSTAINABLE BUILDINGS

COMMITMENTS

2025 GOALS

ENVIRONMENTAL MANAGEMENT

Organize project management in order to reduce and control environmental impacts. Integrate the subject at all levels of projects and with all technical teams.

Percentage of projects aiming for environmental certification or labeling relating to turnover

2025 goals 2022 results

75%

71%

INNOVATION

Integrate the stakes of sustainable development into the Group's innovation strategy. Meet new partners and test innovative solutions for the environment.

Percentage of design-construction projects carried out using BIM

Average rating of creativity and innovation by employees

100%

71%

4.5/5

4.1/5

2022 LEVEL:



2025 GOALS



HUMAN RIGHTS

Respect human rights and diversity



A COMMITTED COMPANY

	COMMITMENTS	2025 GOALS		
			2025 goals	2022 results
RESPECT FOR HUMAN RIGHTS	Guarantee stable, qualified jobs in compliance with labor standards and disseminate the principles of the GSE human rights charter.	Percentage of employees on permanent contracts	95%	88%
		Share of trainees and work-study contracts in the total workforce	<15%	5%
EQUAL OPPORTUNITIES	Guarantee diversity and equal opportunities. Fight against all forms of discrimination. Promote engineering professions among young women. Prevent situations of harassment. Promote the employment of young people and seniors.	Gender equality index	90/100	84/100
		Share of female employees	50%	38%
		Share of female managers	60%	62%
		Share of employees under 30	>15%	21%
		Share of employees over 45	>30%	36%
CAREER MANAGEMENT AND TRAINING	Propose adapted missions and train and support employees throughout their careers.	Share of workers recognized as disabled in the total workforce	6%	1.067%
		Evaluation of the interest of the assignments by the employees	4.5/5	4.2/5
		Evaluation of responsibility and autonomy by employees	4.5/5	4.4/5
		Evaluation of the recognition of managers by employees	4.5/5	4/5
		Evaluation of training and skills development by employees	4/5	4/5
		Evaluation of career development and mobility by employees	4/5	3.6/5
PARTNERSHIPS AND SPONSORSHIP	Commit to local development and support projects of general interest in line with the Group's sustainable development strategy.	Number of training hours per employee	28h	26h
		Number of interventions by GSE employees in local social and solidarity actions (in number of half-days mobilized)	70	109

2022 LEVEL:

92%

2025 GOALS



HUMAN RIGHTS

Respect human rights
and diversity



FOR SUSTAINABLE BUILDINGS

COMMITMENTS

2025 GOALS

			2025 goals	2022 results
INCLUSION	Set up a working group to develop integration practices on GSE projects. Raise awareness among employees and suppliers to extend the practice.	Creation of a working group on integration	100%	100%
		Share of hours worked in inclusion on site	5%	To be measured
ECONOMIC IMPACT	Identify and define the notion of local in GSE projects. Contribute to local economic activity and employment.	Number of full-time equivalent jobs mobilized by the construction sites	2,800	3,414
		Share of local jobs on construction sites	To be defined	To be measured

2022 LEVEL:



2025 GOALS



HEALTH

Protect security and well-being



A COMMITTED COMPANY

		COMMITMENTS	2025 GOALS	
			2025 goals	2022 results
WELL-BEING	Set up infrastructures, equipment and practices guaranteeing well-being at work and conviviality. Support sports and cultural practices.	Turnover rate	<7.5%	9.1%
		GSE evaluation by its employees	5/5	4.6/5
		Percentage of employees ready to recommend GSE to those around them	100%	97%
		Percentage of employees who enjoy their work	100%	94%
		Percentage of fairly or highly motivated and involved employees at GSE	100%	96%
WORKING CONDITIONS AND ORGANIZATION	Guarantee working conditions that foster professional development. Promote a management of confidence favoring initiative and team spirit. Protect the work-life balance and the right to disconnect. Develop the practice of home office.	Employee equipment evaluation	4.5/5	4.3/5
		Employee workspace evaluation	4.5/5	4/5
		Employee engagement evaluation	4.5/5	4.2/5
		Employee team spirit evaluation	4.5/5	4.3/5
		Employee supervision evaluation	4.5/5	3.9/5
		Employee atmosphere at work evaluation	4.5/5	4.3/5
		Employee clear assessment of objectives and expectations evaluation	4.5/5	3.9/5
		Employee benevolence and fairness evaluation	4.5/5	4/5
		Employee meaning given to work evaluation	4.5/5	4/5
OFFICE HEALTH & SAFETY	Train employees in road safety. Prevent psychosocial risks. Guarantee the ergonomics of workstations.	Percentage of GSE employees considering the safety conditions to be very or fairly met	100%	96%

2022 LEVEL:

92%

2025 GOALS



HEALTH

Protect security and well-being



FOR SUSTAINABLE BUILDINGS

COMMITMENTS

2025 GOALS

			2025 goals	2022 results
COMFORT	Set up systematic studies related to thermal, visual and acoustic comfort and air quality to better measure the interior comfort of buildings. Set up specific goals once the data has been capitalized. Develop the internal capacity to carry out studies.	Share of projects including a thermal comfort study (ex: DTS - Dynamic Thermal Simulation)	100%	30%
		Share of projects including interior and exterior lighting studies of natural light	100%	19%
		Share of projects including an Indoor Air Quality Plan (IAQP)	100%	30%
		Share of technical staff trained in acoustic comfort	100%	21%
CONSTRUCTION SITES HEALTH & SAFETY	Train and educate all technical teams and companions. Perform regular site audits.	Accident frequency rate	<4	4.01

2022 LEVEL:



51%

2025 GOALS



CLIMATE

Reduce consumptions and carbon footprint



A COMMITTED COMPANY

	COMMITMENTS	2025 GOALS		
		2025 goals	2022 results	
ENERGY CONSUMPTION	Train employees to energy savings. Carry out head office renovations to reduce consumption. Install meters in each branch to know consumption and develop best practices.	Evolution of electricity consumption at headquarters since 2017	-40%	-50%
CLEAN MOBILITY	Promote the practice of carpooling and the use of low-emission modes of transport (public transport, bicycle, train). Limit air travel. Reduce the impact of the company vehicle fleet. Develop remote work and videoconferencing. Raise awareness among employees.	Number of km traveled per employee	24,000 km	24,356 km
		Air share in travels in France	<10%	5%
		Rail share in travels in France	>50%	28%
		Road share in travels in France	<40%	67%
		Number of Marseille-Paris trips by plane	0	472
		CO2 emitted per employee by business trips in France	2.5 TCO2	2.3 TCO2
		Émissions de CO2 moyennes des véhicules de la flotte	96	114.64
		Average CO2 emissions of fleet vehicles	5.3 L/100km	5.7 L/100km
		Share of vehicles rented with a CO2 rate of less than 120	100%	58%
		Average distance for engineer - site	100 km	189 km
		Average CO2 emissions from internal events	60	54,957
		Share of employees carpooling at least once a month	30%	4%
		Share of employees using public transport at least once a month	40%	11%
Share of employees using active modes at least once a month	20%	6%		
GREEN IT	Reduce the impact of digital practices. Choose servers powered by renewable energies. Train employees to good practices.	Number of emails exchanged per employee	13,000	14,493
		Carbon weight of the data stored on the servers used by GSE	To be validated	To be measured
CARBON FOOTPRINT & OFFSETTING	Offset all CO2 emissions related to the operation of the business (mobility and electricity consumption).	Share of emissions related scopes 1 & 2 offset	100%	100%

2022 LEVEL:



81%

2025 GOALS



CLIMATE

Reduce consumptions and carbon footprint



FOR SUSTAINABLE BUILDINGS

	COMMITMENTS	2025 GOALS		
		2025 goals	2022 results	
ENERGY EFFICIENCY AND RENEWABLE ENERGIES	Accurately measure consumption related to projects. Record thermal regulation levels for each project. Promote the commitments of the AFILOG charter. Measure the real consumption of buildings constructed to achieve the objectives set by the tertiary decree of 2030 from 2025.	Average energy performance indicator for projects	Cep - 10% (RE2020)	26.38
		Share of projects including an RT 2012 / RE 2020 update at the end of the design and at the end of the construction site	100%	19%
		Part de projets avec GTB proposant la solution de suivi des consommations énergétiques enerGiSE©	100%	18%
		Share of projects including a study of self-consumption potential	100%	12%
		Share of average photovoltaic roof proposed	50%	4%
LIFE CYCLE ANALYZES (LCA) AND CARBON FOOTPRINT	Precisely measure the carbon impact of GSE constructions to offer to every GSE client options to reduce the building's carbon footprint. Know the carbon reduction plans of suppliers of the most carbon-intensive materials. Actively participate in establishing the carbon calculation method and defining carbon thresholds for logistics warehouses with AFILOG.	Share of projects including LCA (construction products and equipment) in the study phase	100%	28%
		Share of as-built BIM projects including an LCA upon receipt of the building	100%	0%
CONSUMPTION OF CONSTRUCTION SITES	Measure more precisely the energy and water consumption linked to the worksites. Find solutions to measure fuel consumption.	Share of sites equipped with equipment for measuring energy and water consumption	100%	35%
CARBON OFFSETTING	Identify carbon offsetting solutions on site (green spaces, hedges, etc.). Offset emissions from our sites.	Percentage of projects offering carbon offset solutions with the Low Carbon label	50%	0%

2022 LEVEL:

19%

2025 GOALS



BIODIVERSITY

Preserve biodiversity



A COMMITTED COMPANY

COMMITMENTS

2025 GOALS

		2025 goals	2022 results
GREEN SPACES	Promote the development of biodiversity in the green spaces of GSE sites. Prefer endogenous and melliferous species. Carry out a fauna flora audit of the agencies to put in place active measures.	Percentage of sites belonging to the GSE Group having carried out a flora and fauna audit	100% 0%
AWARENESS RAISING	Make employees, especially technical teams, aware of the challenges of biodiversity. Install biodiversity trail signs in outdoor spaces.	Number of internal awareness campaigns on the subject of biodiversity per year	10 2

2022 LEVEL:

10%

2025 GOALS



BIODIVERSITY

Preserve biodiversity



FOR SUSTAINABLE BUILDINGS

COMMITMENTS

2025 GOALS

			2025 goals	2022 results
LAND COVERING AND PERMEABILITY OF SOILS	<p>Set up more precise measurement systems relating to the use of surfaces. Reduce surface consumption (multi-storey warehouses, multi-storey car parks, etc.). Promote soil permeability. Promote the management of rainwater by infiltration basins.</p>	Share of permeable car parks (when technical conditions allow)	100%	7%
		Share of projects including an infiltration measurement to size the infiltration basins	100%	12%
PROTECTION OF NATURAL SPACES AND SPECIES	<p>Conserve and protect existing vegetation outside of the building and roads. Think of the phasing in coherence with the nesting periods. Reduce the nuisance associated with lighting.</p>	Share of biodiversity zones conserved (excluding buildings and roads)	100%	4%
		Share of projects including landscape projects studied by an ecologist	100%	34%
GREEN SPACES	<p>Study the possibility of carrying out carbon sequestration or offsetting on site (landscaping projects, hedges). Hire an in-house ecologist to improve the consideration of biodiversity issues in GSE projects. Guarantee landscaped projects designed to be favorable to biodiversity.</p>	Share of projects including at least 50% of the outskirts of the plot with rural hedges favoring pollination	100%	11%
		Share of projects including at least one wetland	100%	12%

2022 LEVEL:



16%

2025 GOALS



WASTE

Reduce, reuse and recycle waste



A COMMITTED COMPANY

COMMITMENTS

2025 GOALS

		2025 goals	2022 results	
WASTE REDUCTION	Train employees to waste reduction, particularly related to disposable tableware and printing. Eliminate purchases of disposable cups, bottles and capsules.	Volume of paper sheets used per employee	2,000	1,840
		Number of disposable cups used	0	11,015
		Liters of bottled water consumed	0	14,262
		Number of coffee capsules consumed	0	8,617
RECYCLING	Train employees to selective sorting in the office. Guarantee the composting of bio-waste linked to the company restaurant. Recycle all computer equipments with a work integration company.	Share of recovered office waste	70%	39%
RESPONSIBLE COMMUNICATION	Optimize the number of marketing impressions. Prevent waste at exhibitions, especially food and equipments. Offer useful and eco-responsible production goodies.	Reduction in the number of printed sheets for marketing materials since 2018	27,600	38,700

2022 LEVEL:



61%

2025 GOALS



WASTE

Reduce, reuse and recycle waste



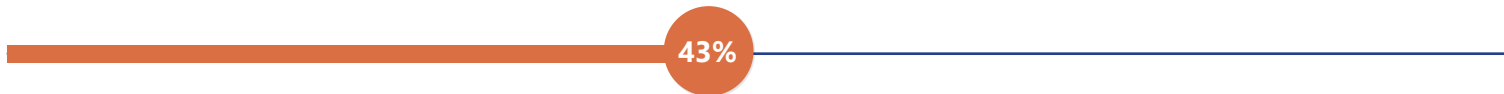
FOR SUSTAINABLE BUILDINGS

COMMITMENTS

2025 GOALS

			2025 goals	2022 results
MEASURE AND REDUCE	Reliably measure the tonnage and type of site waste. Involve suppliers in the process of reducing waste, particularly packaging.	Share of projects using a waste management service provider to optimize waste monitoring and recovery	100%	21%
REUSE AND RECYCLE	Improve reuse or recycling practices for offcuts and site surpluses. Reinforce exemplarity by deploying recycling practices in the remote camps.	Site waste recovery rate	95%	90%
		Material recovery rate (excluding rubble)	70%	17%

2022 LEVEL:



2025 GOALS



GSe