Société

The Corporate Responsibility Newsletter of VINCI PLC

Issue 07 Summer 2010

real success is the success you share

VINCI PLC

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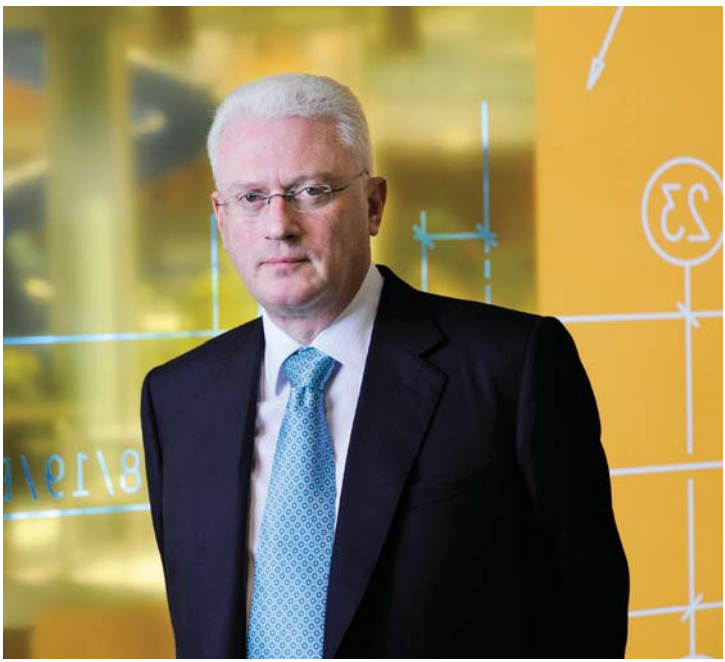
Corporate Responsibility Report 2009

Details of our CR performance in 2009 can be found in this year's Annual Report and on our website www.vinci.plc/cr

Highlights of our CR performance in 2009:

- Health and safety performance continued to improve with reportable accident incidence and frequency rates falling by as much as 37% since 2006.
- We continued to reduce environmental incidents and established consistent environmental KPIs across the business.
- We successfully integrated the Norwest Holst and Taylor Woodrow people and our Diversity, Equality and Inclusivity programme secured a VINCI Innovation Award.
- We maintained 100% compliance with corporate governance processes.



Introduction

In the 2008 Corporate Responsibility Report, we identified that the main challenges to our CR strategy in 2009 would be a reduction in work opportunities combined with an increasingly competitive marketplace.

As we predicted, VINCI PLC, along with the rest of the construction industry and indeed all industry, had to face significant challenges last year as a result of the economic crisis.

Despite the challenges we faced during the year, I am pleased to report that we achieved the majority of our CR objectives.

I would like to acknowledge the level of professionalism that has been shown throughout the business during these difficult times. The individual contribution of each employee of the Group cannot be underestimated.

John Stanion
Chairman & Chief Executive
VINCI PLC

Girls in Construction ▶

Naomi Jones, 17, is in her second year of a construction technician trainee apprenticeship with the Cardiff regional office of VINCI Construction UK.

Naomi, who was keen to embark on a career using her talent for design, was introduced to the construction industry through Careers Wales who encouraged her to attend a Girls in Construction event organised by ConstructionSkills.

Commenting on her choice of career path, Naomi said: **"I'm able to use my design skills in a practical way and I'm on the step to a really good career. I'm now an ambassador for ConstructionSkills, encouraging other girls to think about possible careers in construction."**

Dragon Boat Race ▼

The South West and Wales Region of the Building Division supported the Livability disability charity by entering a crew in the Dragon Boat Race which took place in September 2009 in Cardiff Bay. The team came 2nd and raised £500 for the charity.

Kevin Hodgetts and Terry Angel Award

Kevin and Terry were two outstanding members of Taylor Woodrow's Mobile Repair Team whose lives were tragically lost to cancer and a motorcycle accident. In recognition of their achievements, an award has been created whereby each employee within the team votes for someone they believe has demonstrated excellent behaviours. Jon Spreadbury was the recipient of this year's award.

Business In The Community – Care Leavers Pilot Scheme ▲

The Cardiff office of VINCI Construction UK offered Damien Thomas a three month work placement following two weeks spent with the Company as part of the Business in the Community – Care Leavers Pilot Scheme.

"It is always unnerving starting work in a new environment, but can be much harder for our candidates who probably have not worked or have little or no experience with the world of work" states BITC.

During the three month period Damien worked alongside all Heads of Department to gain an understanding of the world at work.

Outstanding Academic Achievement

Matthew Finn, Surveyor at the Maidstone office of VINCI Construction UK, has received a Student of the Year Award for the third year running for achieving a very high first class (87%) BSc (Hons) Degree in Construction Management.

It is one of the highest the University of Kent has had. The success is even more impressive as Matthew undertook the degree within three years – part-time degrees usually take students a minimum of five years to achieve.

Lotus Flower Trust

Melanie Morris runs VINCI PLC's Behavioural Change Health and Safety Leadership Training courses.

Last year, Melanie was part of a group who visited India on behalf of the Lotus Flower Trust which helps provide homes and education for India's orphaned and destitute children.

At the end of the trip, the group spent just under £1,000 on mattresses, pillows and blankets for the young girls of a remote Ashram who were living in unimaginable conditions.

Their goal is to give these girls a simple dormitory home with indoor sanitation and eating facilities at a cost of £25,000.

Fundraising Events

Many of our employees regularly take part in fundraising events for a variety of worthwhile causes.

A charity committee meets regularly to consider applications for donations in support of these fundraising activities. In addition to this, a new section has been set up on our Company Intranet which enables employees to advertise for support direct from their colleagues who can make further donations through the Just Giving web site.

Charity Parachute Jump

Construction Manager, Alun Williams, recently completed a parachute jump over Cardiff, raising in excess of £1,600 for Y BONT Nursery which his daughter Elis Rose attends.

Y BONT is a purpose built family centre which enables babies and pre school children with disabilities to lead rich, fulfilling lives by providing a high quality play, support and medical service.

Paul Tharby

Site Foreman, Paul Tharby, has worked on the various projects the Company has undertaken at Milton Keynes Hospital since 2003. His photo recently appeared in the hospital's newsletter as part of an article recognising his efforts over the past six years.

Tracy Flynn, Assistant Facilities Manager of Capital, who is effectively our client, wrote a letter saying:
"I would have nominated Paul Tharby for the 2009 Staff and Volunteers Recognition Scheme but I missed the deadline. Paul is a familiar face to the staff and during the winter he helped to keep the hospital open by clearing the snow. He has also been known to assist members of staff when they needed a bit of muscle!"

London to Brighton Mini Run

Peter Wright of VINCI Facilities once again took part in the London to Brighton Mini Run, raising money for the children's ward of the Princess Royal University Hospital in South London which forms part of our Bromley Hospitals PFI contract.

The total amount raised was £540 which the hospital will put towards buying interactive toys for the children.

Advanced Diploma in Quantity Surveying ▲

Victoria Wall was one of the first graduates of the Advanced Diploma in Quantity Surveying course launched jointly by Derby University and VINCI Construction UK in 2007.

Victoria explained: **"I was working for Derby City Council and was sponsored to go on the University's foundation degree in Civil Engineering. Then I heard about the course Derby was doing with VINCI Construction UK to get more undergraduates into quantity surveying."**

Victoria is now part of the team building the University's new Enterprise Centre in Bridge Street, Derby.

Stanley Road Primary School ▶

A school health and safety presentation was conducted at Stanley Road Primary School, followed by a short talk to the Key Stage 2 pupils (10-11 year olds) about the construction industry. The school is in the locality of the TA Centre project we currently have on site in Worcester.

Air Division Praised for Site Safety

The Air Division has been praised by London Gatwick Airport for the high safety scores received following an independent audit as part of the Considerate Constructors Scheme.

The scheme's auditors rated the Air Division as operating an "exceptionally good site". They were also recognised for their work on the new Baggage System at the South Terminal and for the way in which they work in partnership with their stakeholders including London Gatwick, its airlines and handling agents.

Commenting on the award, Ray Mellee, London Gatwick's Project Director said: **"As a major independent airport, we're investing nearly one billion pounds to modernise Gatwick and provide a better experience for our passengers. We will do this with our business partners, safely and responsibly. To deliver major construction projects without impacting the day-to-day operations of the busiest single runway airport in the world is a major achievement."**

In 2009, the Air Division worked 1.4 million man hours without a reportable accident.

St Patrick's RC Primary School

St Patrick's RC Primary School pupils have had a massive boost to their new school playground after receiving £1,000 from the Safety Incentive Donation (SID) scheme at Sellafield.

For every month of accident-free working the Company donates £1,000 into a fund. Employees then nominate a local charity to benefit from the money. John Campbell put forward St Patrick's School as his wife is a teaching assistant at the school and he knew of the struggle they were having reaching the target for their new playground.

HSE Visit to Guild Park

Guild Park Low Secure Unit Phase 3 in Preston has been used as an example of good practice to train a new Health and Safety inspector.

Anthony Polec, HM inspector of Health and Safety, who has worked for the HSE for many years, picked a VINCI Construction site out of many in the area. The purpose of the visit was to show trainee inspector, Jackie Western, an example of a construction site that works in a safe manner and meets all HSE regulations.

Technology Centre Team Member Becomes a Registered Low Carbon Consultant

Principal Consultant, Ian Smith, has recently qualified as a Low Carbon Consultant.

This enables the Technology Centre to assess the energy performance of commercial buildings for Building Regulations (Part L2) and to produce Energy Performance Certificates, EPCs (up to Level 5) using the CLG approved Dynamic Simulation Model (DSM) EDSL Tas.

The Great Nut Hunt ▼

The Great Nut Hunt is a national initiative coordinated by the People's Trust for Endangered Species (PTES). The aim is to determine dormouse populations across the UK following their massive decline in recent decades.

As part of this initiative, Richard Smith, Environmental Consultant at the VINCI Construction UK Technology Centre, led a team of volunteers from the Environment & Sustainability department on a dormouse survey in Studham, Bedfordshire.

Hundreds of nuts were collected from the woods but only three were found to have been opened by dormice. This highlights the low-density numbers of dormice found within our woodland, especially as hazelnuts form an important part of their diet.

Technology Centre Wins Commission From Zero Carbon Hub

The Zero Carbon Hub is a public/private partnership established to take day-to-day operational responsibility for co-ordinating delivery of low and zero carbon new homes. The Government has agreed that the Zero Carbon Hub has a lead responsibility for delivering homes to zero carbon standards by 2016.

VINCI Construction UK's Technology Centre has been commissioned by the Zero Carbon Hub to carry out investigative work into the air permeability of dwellings. The work will involve carrying out air tightness testing on new dwellings across the UK at various stages of production.

Plywood Substitute Trials

VINCI Construction UK has been trialling the innovative EcoSheet on its £208 million Docklands Light Railway (DLR) project.

EcoSheet is a plywood substitute produced from waste plastic for the construction and signage industries.

On the DLR project, EcoSheet was used as the formwork to platform slabs, platform walls and precast concrete works.

Energy Saving Measures

VINCI Construction UK has adapted VINCI SA's Environmental Performance Indicators (EPIs) so that they are harmonised with the UK's Carbon Reduction Commitment (CRC) legislation. This provides us with a robust and efficient data collection and monitoring system.

Using our EPI data we know that almost all of our emissions under the CRC scheme are from electricity consumption and use of untaxed diesel.

We are improving our management of electricity consumption through the use of automatic metering. Where we already have this metering in place, we have been able to achieve reductions of more than 25% in electricity consumption.

Twenty-six VINCI Construction UK sites and premises already have meters installed and we aim to have them in all fixed premises and new project sites by the end of the year.

This metering strategy forms part of a tender for a new electricity supplier for VINCI Construction UK. This single supplier will be asked to supply as much green power as possible – that is, power generated from renewable and low carbon sources.

CEEQUAL for King's Cross Package 4 ◄

King's Cross Package 4 is a £28 million project which involves the design, construction, testing and commissioning of a 10 metre deep basement to house a plant room and service yard. As part of a CEEQUAL assessment earlier this year, the project scored above 75% and subsequently received a rating of Excellent.

The Civil Engineering Environmental Quality and Assessment Scheme (CEEQUAL) is an awards scheme which rewards exemplary environmental quality on civil engineering projects. The scheme covers a wide range of environmental and some community issues.

Technology Centre Team Member Gains Ecology Licence ◄

Richard Smith, Environmental Consultant, has obtained a Great Crested Newt (GCN) survey licence from Natural England.

GCNs are protected under the Wildlife and Countryside Act 1981 and the Conservation (Natural Habitats) Regulations 1994, making it an offence to disturb or take them without a licence.

Richard also has expertise relating to other amphibians as well as reptiles, water voles, dormice, badgers, bats and invasive species.

Green Dragon Level 4

The Cardiff regional office of VINCI Construction UK has been awarded Level 4 of the Green Dragon Environmental Standard in recognition of their implementation of the Environmental Management System (EMS) used across the entire business.

The Green Dragon Standard offers an accreditation that reflects the specific needs of companies and organisations. There are five levels, each contributing towards the achievement of the International and European environmental standards ISO 14001 and EMAS.

Nottingham Trent Prize Giving

VINCI Construction UK once again supported the prize giving evening at Nottingham Trent University and sponsored the prize for the Best Final Year Student on the Civil Engineering Foundation Degree.

Mike Voss, Regional Director, Building Division - Midlands, presented the certificates and a £75 cheque to each of the joint winners, Scott Moss and Joe Pegg.

Watford Schools Art Competition ▼

Amy Tang, a GCSE student from Kings Langley School was the Supreme Winner of the 2009 Watford Schools Art Competition, an event sponsored and supported by VINCI Construction UK. Amy is pictured here with Head Teacher, Gary Lewis. In its sixth year, the competition recognises the artistic talent of local students by encouraging them to produce artwork for display in our Clarendon Road office.

The "School for the Future" theme attracted 120 entries from four schools which were judged by members of VINCI Construction UK and Watford & West Herts Chamber of Commerce. Parents, pupils and teachers attended an evening reception to see the prizes being awarded by Elected Mayor, Dorothy Thornhill.

Warrington Schools Site Visit ▲

The Building Division - North recently hosted a site visit for pupils from schools in Warrington who are looking to start the Construction and Built Environment Diplomas at Warrington Collegiate commencing September 2010.

The visit included a tour of the hospital and car park sites by Paul Turner, Project Manager, as well as a talk regarding careers in construction. This was followed by a demonstration of setting out and levelling by Colin Street, Senior Engineer, and a presentation of the link bridge construction at the site by Richard Barker, General Foreman.

Merthyr College Workshops Visit ▼

The Building Division is currently on site with a £3.1 million contract to construct a new two-storey building to provide improved workshop facilities at Merthyr College for the University of Glamorgan.

Site Manager, Darren Thomas, organised a visit to the workshops for the University's 3rd Year Plastering Students. As their final year concentrates more on managing trades than learning how to plaster, the University was keen that the students have practical exposure.

Wednesbury Rugby Football Club and Youth Centre

VINCI Facilities once again went further than their contractual obligations as part of the Sandwell Decent Homes Partnership by replacing the floor at the Wednesbury RFC and Youth Centre.

The club lacks any funding for maintenance and improvements and the original floor was badly damaged through years of wear and tear and an unfortunate water leak. In addition, VINCI Facilities donated B&Q vouchers to the value of £250 towards future maintenance projects.

Loughborough University Students Site Visit

VINCI Construction UK is a consortium member of Loughborough University, sponsoring students on the BSc Hons Commercial Management & Quantity Surveying (CMQS) course.

As part of our support of the programme, two groups of first year CMQS students visited our site at the University of Derby. Site Manager, Dave Smith and Quantity Surveyor, Eddie Moss, gave the students a tour of the site followed by a presentation.

Performance Beyond Compliance ▼

The Building Division - South has been awarded a Performance beyond Compliance certificate by the Considerate Constructors Scheme for Phase III of the Middlesex University campus at Hendon, a £40.5 million project to design and construct a new art, design and media facility.

One of the initiatives that contributed to the award was a site safety competition which was run in conjunction with St Joseph's Infant and Junior Schools. Both schools are located opposite the site. The children were tasked with producing a site safety poster with the aim of reinforcing the safety message, particularly that children are forbidden to enter the site.

The drawings were judged by the project team, architects and the client and the winner and runners up from each class were awarded book tokens and a certificate in recognition of their effort and achievement. The winning poster design from each class has been reproduced to A1 size and printed onto boards which are now attached to the hoardings facing the schools.

Careers Workshop ▼

Our Cardiff office recently hosted a construction careers workshop for 60 pupils from Fitzalan High School as part of Skills Week.

The activities organised by the school and Business In The Community (BITC), were designed to raise awareness of the range of construction careers available and the skills required by employers. Students were faced with two practical challenges which required them to work closely in teams.

The first, run by Construction Ambassadors Naomi Jones, Ashley Hopkins, Alex Barnes and Andrew Monnington together with representatives from Careers Wales, involved constructing a giant, four metre high tetrahedron using just dowel rods and rubber bands. The second activity required teams to construct the tallest tower using the least Lego bricks.

As well as introducing some elements of construction, the challenges also demonstrated the importance that employers place on good team work, effective communication skills and problem solving techniques.

Community Litter Pick ◄

VINCI Facilities have worked with the AmicusHorizon Group for a number of years and currently deliver various services to a number of local housing associations procured through the South East Consortium Framework, led by AmicusHorizon.

AmicusHorizon's new committee for the Tilling Green Residents Association (TGRA) organised their first event, a Community Litter Pick, which took place in February.

Several residents, the local Brownies and Police Community Support Officer turned out in beautiful weather to walk the roads of Tilling Green to collect as much litter as they possibly could. The litter pick went so well that they filled two skips with rubbish!

In support of the event, VINCI Facilities donated high-vis yellow waistcoats for the children, first aid kits and litter pickers. VINCI Facilities Contracts Manager, Steve Patmore, also took part on the day.

Built Environment Awareness Day

The Building Division – North has started work on King David Campus in Liverpool as part of the Liverpool Building Schools for the Future programme. As part of the employment and education strategy for the Liverpool BSF, a Built Environment Awareness Day was organised at Liverpool Community College.

Approximately 90, year 9 and year 10 pupils, from seven schools attended the event. Each group of 10 pupils carried out an activity in the following fields: Trade Skill, Building Services and Technical.

Colin Street and John Roberts from the Building Division - North and Michelle Curzon (HR) attended the event to run a Site Engineering Workshop, where the pupils had the opportunity to use levelling equipment to set out a clock face.

VINCI Innovation Awards

The Final of the 2009 VINCI Innovation Awards took place in Paris on 5th January 2010.

The competition takes place every two years and is open to all employees, the aim being to showcase the Group's creative potential by recognising and rewarding innovation.

The 2009 competition had a record number of entries. 1,438 projects were submitted by more than 3,500 employees, 33% more than in the preceding competition.

There are two stages to the competition: regional and group-wide. At the regional level, Michelle Saint and Fred Garner received an award in the category of Sustainable Development for the Equality, Inclusion and Diversity Programme on the DLR Project. This initiative benefited local communities in terms of employment, education and training opportunities.

The overall winner of the competition went to an innovation called Pirandello, a system for modelling urban development. Using Pirandello, the financial and economic viability of a development is able to be assessed, thereby providing an invaluable tool in the decision making process.

In anticipation of the next VINCI Innovation Awards competition, VINCI PLC has once again launched its own competition for which there are the following award categories:

- Materials
- Marketing & Services
- Processes & Techniques
- Equipment & Tools
- People
- Health & Safety
- Environment

Employees will be encouraged to vote on-line for their favourite innovation and the winners of each category will automatically qualify for entry into the Group-wide scheme in 2011.

Construction Manager Of The Year ◄

Rod Nutbourne, Project Manager for the Building Division – South, recently received a silver medal at the Construction Manager of the Year Awards in the category of New Build and Refurbishment £10-£15 million. Rod was nominated for the award by The Tank Museum at Bovington, a £10.4 million project which included the design and construction of a new 5000m² display hall and control tower.

Rod was praised for his handling of the project from start to finish: **"Right from the start Rod worked hard to keep the client relationship as effective as possible. His tender proposal was the only one willing to compromise the convenience of the site operation to allow the venue to remain open during the works.**

And he was the only tendering project manager to undertake a proper ground survey to quantify the risk. His appreciation of the non-profit-making client's need for its contractor to buy out the risk was the sort of insight that so thoroughly impressed the client during the whole project.

Rod was clearly in charge from the off, willing to shoulder the responsibility for delivering the contract. He personally supervised the overnight concrete pours, and postponed his own holiday at a key moment.

He proved resourceful and determined when events did not go to plan. Faced with a delay to the structural steel package, he identified the key elements and negotiated with the trades to mitigate the programme loss. When design information flowed too slowly, he held joint workshops with the architects so his team could elicit and understand the key design principles.

He took it on himself to understand the design vision and implement it. It was a stance that, helped by his keen eye for detail and considered technical understanding, stood the project in excellent stead."

Rod was awarded his medal by TV presenter Natasha Kaplinsky.

Considerate Constructors Scheme

In 2009, 155 of our sites were audited as part of the Considerate Constructors Scheme. The highest scoring projects are listed below. The industry average score is currently 30 out of 40, so congratulations to everyone involved with these sites.

The Arc Shopping Development – 36
Cynon Valley Healthcare Facility – 36
East Barnet Secondary School – 36
Docklands Light Railway Capacity Enhancement – 36.5 & 37
Glan Usk School – 36 & 36
Heathrow Terminal 4 CIP Lounge and A380 Stands and Gate – 36
Heathrow Terminal 4 Check-In – 37 & 36.5
Isle of Grain LNG – 36
King's Cross Package 4 – 36 & 36.5
King's Cross Redevelopment – 37
Luton Sixth Form College – 36 & 36
Project MoDEL – 36 & 36
Whiston Hospital – 36

Build East Sussex ▼

As one of the seven IESE (Improvement and Efficiency South East) Tier 2 Framework delivery partners working with local authorities throughout the whole of Sussex, the VINCI Construction UK Maidstone office recently supported an initiative launched jointly by East Sussex County Council and Brighton and Hove City Council.

The Build East Sussex initiative is designed to develop the local construction supply chain and promote training and development in the local community. The launch event attracted more than 400 delegates from all disciplines within the supply chain who are able to register online to express interest in working with the delivery partners.

Framework Manager, Aidan O'Reilly, pictured at the event with potential suppliers, has developed strong client relationships within East Sussex and has led the way on the Steering Group.

Supply Chain Performance

We continue to monitor and assess the performance of our supply chain to ensure that their selection is not only based on their competitiveness, but also their ability to maintain high standards in areas such as health and safety, environmental and social responsibility. In 2009, 88% of our suppliers achieved a satisfaction rating of 60% or above.

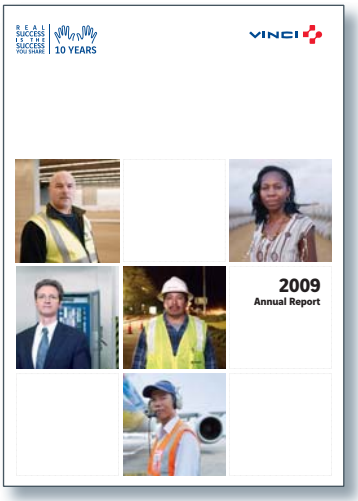
FMA Young Manager Award

VINCI Facilities' Peter Burnell-Jones has won the 2009 Facilities Management Association (FMA) Young Manager Award. The awards are organised by the FMA and recognise the best and the brightest young talent within the FM industry.

Peter is a Project Manager on the Highways Agency contract which VINCI Facilities won in 2007. Peter's hard work and dedication has led to successful outcomes for the Highways Agency including efficiency savings of £140k, an annual 18% saving on energy consumption and 9% on waste water consumption.

We are strongly committed to the principles, values and code of business conduct set out by our parent company, VINCI SA.

This delegation of authority to all operational and functional management levels is carried out by complying with VINCI SA's global framework of governance which is publicly available in the VINCI SA annual report. ►



ISO 18001

One of our Health & Safety objectives for 2009 was the total integration of the Taylor Woodrow and VINCI PLC management systems, including certification to ISO 18001. This was achieved and recognised in December 2009, following an eight day BSI audit which awarded 18001 certification to those parts of the business not already covered.

ISO 14001

There is still some work to do to achieve full certification of ISO 14001 across the business. The percentage of business, by volume, that is certified to ISO 14001 is currently 94%. Measures have been put in place to gain certification for the balance of our contracting activities and we expect to achieve this during 2010.

IT Department Achieves ISO 27001 Certification

The IT Department has recently achieved ISO 27001 (Information Security) certification. ISO 27001 is the only auditable international standard which defines the requirements for an Information Security Management System (ISMS). The standard aims to ensure the provision and maintenance of adequate and proportionate security controls through a system of continual review and improvement and is designed to protect the confidentiality, integrity and availability of information content and systems in line with business needs.

We have been asked about our compliance status on many tenders and are pleased to be able to report our certification on future submissions. In addition, the auditor commented **"It is clear that a significant commitment has been made in establishing the Information Security Management System"**. This achievement endorses the VINCI PLC Directors Manual 2010 where Richard Francioli, VINCI Construction Chairman, states that we have a responsibility to:

"...implement procedures making it possible to guarantee the security, integrity and confidentiality of information in compliance with the legislation in force"

UKAS Accreditations

The VINCI Construction UK Technology Centre accommodates the most extensive cladding and curtain wall test facility in Europe and has recently received accreditation by UKAS (United Kingdom Accreditation Services) for a new acoustic facility which is the only accredited Rain Noise Testing Laboratory in the UK.

The Soil Engineering Laboratory in Leeds completed its yearly UKAS audit in November. The audit was undertaken over two days by two assessors and a large number of the tests that the laboratory performs were witnessed during the visit.

In the concluding meeting, the UKAS team confirmed that the testing they witnessed was of the highest order and that all the technicians and management in the laboratory had demonstrated great professionalism.

REAL SUCCESS IS THE SUCCESS YOU SHARE

10 YEARS

VINCI

"A business model's effectiveness is measured over time – and throughout all stages of the business cycle. This year VINCI is 10 years old. For nearly a decade, in a buoyant economic environment, VINCI's concessions-contracting business model has been a source of exceptional growth. It is demonstrating that it is also robust during the current period of uncertainty. In 2009, VINCI generated a turnover of €31.9 billion, the slight decrease of 4.6% reflecting the resilience of the Group's activities in a difficult economic context. Net profit was €1.596 billion (as against €1.591 billion in 2008).

In addition to looking back on a decade of unparalleled growth in our industry, this anniversary should be an opportunity to reinvent ourselves while at the same time remaining faithful to who we are – our values, our principles and a management model that encourages all of our companies to achieve maximum performance and all of our employees to attain their full potential."

Xavier Huillard
Chairman and Chief Executive Officer of VINCI