

CODE OF CONDUCT

The EIFFAGE Group respects the institutions of the countries where it operates and the rules established by the international community. Surveillance is necessary, especially since EIFFAGE relaunches its development on the international market.

For many years, the EIFFAGE Group has been implementing ethical operational rules, both internal and external, which must be complied with by all stakeholders, especially employees of the Group.

These commitments aim to ensure integrity and behaviour in accordance with laws in every respect, and in all territories where the group operates. These also reflect the Group's determination to develop trust and loyalty to its customers and partners.

In an environment that requires increasing transparency and accuracy, the Code of Conduct in accordance with applicable law and in order to prevent incidents, has the specific objective of defining and illustrating various types of behaviour that should be prohibited, because they are considered the most serious acts of misconduct that can be committed in the context of the Group's operations.

The rules laid down in the Code of Conduct are primarily intended to prevent and prohibit behaviour that promote unfair competition and offences of favouritism, corruption and influence peddling, which also cover money laundering and conflicts of interest.

All of these rules apply based on complete reciprocity for the entire chain, including employees, clients, suppliers, and partners.

These rules deal notably with facilitation payments (with reference to OECD council recommendations), financing of political parties, use of intermediaries, gifts and invitations, sponsorships and donations to charities.

The rules of a code of conduct cannot predict all situations and are ineffective unless they are anchored to the Group values. When implementing these rules, the behaviour of each individual should be guided by these values, as well as common sense and lucidity. Each individual must also act with a great sense of responsibility and exemplarity, and should put into practice the values of EIFFAGE in their daily lives.

