



OUR CSR
COMMITMENT



2023



OUR CSR COMMITMENT

Ginger Group recognises its responsibility and the importance of its role in the design and construction industry and is committed to improving the environment and ensuring more sustainable construction. Our ambition is to influence the world of construction and development towards greater sustainability and respect for the environment by doing everything we can, every day, in terms of quality and technical expertise.

Our commitment to corporate social responsibility is based on three key principles:

- Combining business economics, employee involvement and well-being in the workplace.
- Reinforcing the positive environmental impact of our activities.
- Contributing to the development of the society.

The foundation of our CSR policy is based on our ongoing efforts to ensure the safety of our employees and the public, to control the quality of our services and to minimise the environmental impact of our activities.

We communicate our CSR policy to ensure that everyone is aware of our commitment: not only our employees, who apply it on a daily basis, but also our customers, the people living near our sites, public decision-makers and all those involved in our studies and surveys.

Ginger's 90th anniversary is a testament to Ginger Group's resilience and ongoing commitment to producing quality studies and surveys, developing the skills of its employees and keeping up with the times. Our CSR policy formalises our ongoing efforts to respect all aspects of our environment. And we'll do everything we can to turn our ambition into reality!

Philippe Margarit
Chairman of Ginger Group
January 2024

CSR COMMITMENT IS AN INTEGRAL PART OF OUR DNA



TECHNICALITY



PROXIMITY



EXPERIENCE



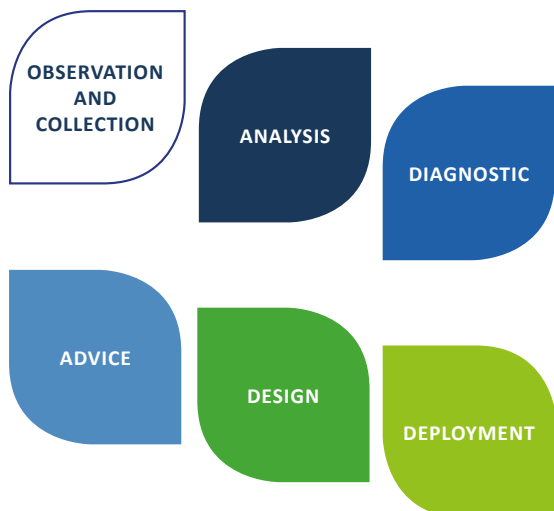
SAFETY

Ginger Group cultivates a multidisciplinary range of skills and professions. It covers several areas of expertise relating to soil engineering, water engineering, materials engineering, environmental engineering and public health. All the companies in the Group share a common value chain.

Incorporating CSR into the different parts of our value chain helps to consolidate what makes our Group strong:

- Our teams and the men and women who make them up.

- Our expertise and the quality of the services we provide.
- Our economic performance, which guarantees our independence from other companies.
- Our decentralised organisation, which is as close as possible to the needs of the market.
- Our management approach, based on trust and responsibility.



A SUSTAINABLE APPROACH

Ginger's 90-year history reflects the Group's ongoing commitment to producing quality studies and surveys, developing the skills of its employees and keeping up with the times. Our CSR policy formalises our commitment to respecting and protecting all aspects of our environment. The action plan is drawn up by a CSR steering committee, which also monitors progress targets. The detailed results are provided in an annual report.



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GOVERNANCE

COMBINING BUSINESS ECONOMICS, EMPLOYEE INVOLVEMENT AND WELL-BEING IN THE WORKPLACE

The company's performance ensures its stability and longevity. This resilience allows employees to feel confident, which is essential for their well-being. The rich diversity of our workforce and their skills are key components of our business, which is why employee involvement is essential to its development.

Our social CSR commitments include a social policy that implicates employee share ownership, gender equality, training, all of which are priorities for the Group.

Ginger Group is also committed to increasing the number of women in the Group in the future. In 2021, this commitment led to the signing of the Syntec Gender Charter and in 2023, the Group initiated and continued several actions in application of this Charter. In 2023, the provisional action plan for the disability agreement signed in 2020 will continue to be implemented, including a specific training for managers.

HEALTH AND SAFETY, A KEY ELEMENT IN EVERYTHING WE DO

Our social policy has a strong focus on the health and safety of our employees. Ginger has 35 MASE certified sites and 43 OHSAS 18001 certified sites.

We are committed to improving workplace safety, in particular by training employees, investing in equipment and providing a suitable working environment. In 2023, 38% of training hours were devoted to health and safety.

KEY FIGURES FOR 2023

94%

of employees are on permanent contracts

889

employees subscribed to Ginger employee investment fund

29 070

hours of training - an average of 14 hours per employee

35%

of our employees are women

2

ENVIRONMENT



REINFORCING THE POSITIVE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

Our main activity focuses on sustainable development in the broadest sense (environment, climate, durable structures & public health). While the activities of our Group have an inherently positive impact, improving our knowledge means that we must constantly challenge ourselves.

Our activities include advising our customers on:

- **Reducing** their energy consumption and greenhouse gas emissions.
- **Soil pollution** control & soil remediation.
- **Restoring** watercourses to their natural state and preserving biodiversity.
- **Reducing** industrial pollution and emissions.

- **Circular economy**, in order to limit the use of raw materials in the construction industry.
- **Optimising** the lifespan of structures and buildings to avoid, among other things, the environmental impact of premature renovations and/or replacement.

In order to continuously improve the quality of its services, the Group invests in relevant and innovative research and development for all its activities. Three new areas have been added to environment, already a major focus of Ginger's research: biodiversity, carbon footprint and the health-environment approach.

OUR COMMITMENT TO THE CLIMATE - CARBON STRATEGY

In 2019, the Group signed the "Syntec Ingénierie Climate Charter". This charter commits its signatories to specific and ambitious actions in all areas (soft mobility, responsible purchasing, etc.) and at all levels.

In 2021, Ginger launched a Group-wide initiative to define an integrated carbon strategy and completed its first Bilan Carbone® (carbon footprint calculation). In 2023, the first set of more specific measures were implemented, including an energy savings plan, testing fossil-free lightweight vehicles, analysing purchases with the highest greenhouse gas impact and improving the energy efficiency of offices.

KEY FIGURES FOR 2023

80%

of the Group's sales have a positive impact on the environment

40

FTEs dedicated to research

0.12

Group carbon footprint (scope 1&2&3) in tCO₂/k€ of sales

3

SOCIETY



CONTRIBUTING TO THE DEVELOPMENT OF THE SOCIETY

Our Group has a wide range of stakeholders: customers, subcontractors and suppliers, employee representative organisations, trade unions, schools and universities, etc., and Ginger Group is committed to engaging with them. This approach is based on close cooperation, which is the cornerstone of our Group's development. And this local presence is made possible by a network of 70 branches, which also contribute to local development.

In 2019, Ginger set up an endowment fund to finance, directly or through non-profit organisations, actions of general interest to promote diversity and support sustainable and local development projects. Every year, new associations benefit from the fund.

As a leading engineering company in the fields of construction, development and sustainable development, our Group plays an important role in the evolution of techniques and professions. And innovation is an integral part of the Group's work.

KEY FIGURES FOR 2023

261

interns and work-study students recruited

200

external professional organisations in which the Group (CEBTP) participates

6

associations supported by Ginger Endowment Fund

CONTRIBUTING TO INNOVATION

The Group's expertise is the driving force behind much of its research and innovation, which has been centralised within a Group R&D department since 2021. The services provided by our subsidiaries contribute to the development of methods and professions, particularly through new tools enabling more reliable and efficient research. The Group also actively contributes to the development of science and knowledge, as evidenced in 2023 by Ginger's Research & Development teams' involvement in around 50 projects covering a dozen environment-related topics (soil, fresh and sea water & indoor and outdoor air), natural hazards, geotechnics, energy and materials. Some of the advancements include the BioSaine project (contaminated sites and biomass production), the New-FOR-C project (optimising carbon performance in soil remediation), the quantification of PFAS in stack gas and the problem of swelling clays.



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