

**EIFFAGE GC Canada Inc. and EIFFAGE Innovative Canada Inc.****Management policy and commitment**

Eiffage is a responsible company that actively contributes to the development of the local economy and infrastructures.

Our Quality, Safety, Health and Environment policy and commitments are based on Eiffage's strong values:

- Leading by example
- Responsibility
- Trust
- Transparency
- Lucidity
- Courage & Tenacity

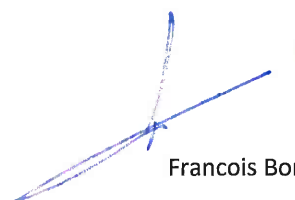
Thus and in a balanced way according to the principles of sustainable development, our main objectives are as follows:

- Satisfy our clients by respecting our commitments and delivering quality works on time.
- Preserve the physical integrity and allow the development of the company's employees because it is our most precious asset.
- Guarantee the economic sustainability of the company through our results.
- Be exemplary in our contribution to the progress of society and in the limited impact our activity has on the natural environment.

As CEO, I therefore undertake to:

- Continue our progress in Quality, Safety, Health and Environment by complying with regulatory obligations and commitments arising from our ISO and COR certifications.
- Ensure compliance with the internal regulations and legal obligations, particularly in the fight against workplace impairment, violence and harassment.
- Identify, evaluate and prevent risks at each stage by preparing each work, making all the necessary resources available to the worksites, monitoring compliance with procedures and operating procedures and controlling subcontracted work.
- Ensure that the company's employees, support staff and subcontractors are informed so that our commitments and obligations are known and respected.
- Provide training to ensure the behaviour and practices of our employees is exemplary.
- Monitor, evaluate, reward results and correct discrepancies
- Measure and continuously improve the company's performance and the effectiveness of our management system.

I know that I can count on everyone to apply themselves and get involved in their field of expertise in order to achieve all our objectives.



Francois Bordachar  
CEO