



## Mission & Values

- Respect for clients, colleagues & commitments
- Excellence & action
- Share responsibility & information
- Protect lives & the working environment
- Educate & empower
- Continue to improve & grow
- Transparency & honesty

## *Managers' Charter*

- Achieve** client and customer satisfaction in the direct service delivery of facilities services through well-trained and motivated staff.
- Grow** and secure profitable and sustainable development in our selected markets.
- Contribute** to Bouygues Group's continuing evolution through innovative and integrated service solutions.

# Human Resources Strategy

## Talent Pipeline

Attracting and developing a strong pipeline of talented employees that meets the current and future resource needs of the Group

## Learning & Development

Facilitating learning and development initiatives to enhance knowledge and skills and thereby increase the employee resource capability

## Career Development & Mobility

Encouraging long-term employment, career development and mobility through core competencies, effective talent management and succession planning

## Communication & Empowerment

Ensuring effective communication and empowerment for staff in the key decisions that affect them and devising sustainable people solutions that enhance the work experience

## Compliance & Risk Management

Ensuring legislative compliance and effective management of HR risk