



>  
OUR CSR  
COMMITMENT



2024



## 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 clients, the people living near our sites, public decision-makers and all those involved in our studies and surveys.

Ginger's 90<sup>th</sup> 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  
April 2025

## CSR COMMITMENT IS AN INTEGRAL PART OF OUR DNA



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 official development assistance.

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 independence from other companies, guaranteed by our economic performance.
- 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.



A photograph of two construction workers in safety gear working on the exterior of a modern building with a curved facade. One worker is in the foreground on the left, and another is further back on the right. The building has a grid of windows and a light-colored, possibly metallic, cladding. The workers are wearing hard hats, safety vests, and harnesses. A yellow safety line is visible in the foreground. The image is overlaid with a grid and several large, faint circles.

1

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 promotes 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. Beyond its commitment to promoting gender diversity, the group focuses more broadly on diversity and inclusion by providing equal opportunities, combating gender stereotypes in the workplace and creating an environment in which everyone feels respected and valued for their skills.

## KEY FIGURES FOR 2024

91%

of employees are on permanent contracts

1,024

employees subscribed to the Ginger employee investment fund

28,100

hours of training - an average of 12 hours per employee

34%

of our employees are women

## HEALTH AND SAFETY ARE KEY ASPECTS OF OUR WORK

**Our social policy has a strong focus on the health and safety of our employees. Ginger has 30 MASE-certified sites and 57 ISO 45 001-certified sites.**

**We are committed to improving workplace safety, workplace safety, particularly through employee training, investing in equipment and providing a suitable working environment. In 2024, 37% of training hours were devoted to health and safety.**



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 clients 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.

## OUR COMMITMENT TO THE CLIMATE - CARBON STRATEGY

In 2019, the Group signed the “Syntec Ingénierie Climate Charter”. This charter commits its signatories to tangible 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). The electrification of the vehicle fleet continued in 2024. New measures were implemented as the Group transitioned to renewable electricity sources for its sites in mainland France. Ginger also takes the energy and thermal performance of buildings into account when establishing new locations.

- **The 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. The environment - already a major focus of Ginger's research - now includes three new areas: biodiversity, carbon footprint and the health-environment approach.

## KEY FIGURES FOR 2024

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 tCO<sub>2</sub>/k€ of sales



3

SOCIETY

# CONTRIBUTING TO THE DEVELOPMENT OF THE SOCIETY

## KEY FIGURES FOR 2024

Our Group has a wide range of stakeholders: clients, 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. Our network of 70 branches enables us to have a local presence and to contribute to local development.

In 2019, Ginger set up an endowment fund to finance, directly or through non-profit organisations, actions of public interest to promote diversity and support sustainable and local development projects.

As a leading engineering company in the fields of construction, development and sustainable development, our Group plays an important role in the development of techniques and professions, while maintaining a focus on innovation.

203

interns and work-study students recruited

300

external professional organisations in which the Group participates

6

associations supported by the 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 2024 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 advances include the BioSaine project relating to polluted sites and biomass production, the Physalis project for measuring soil-plant transfer (particularly for vegetable plants), the issue of swelling clays and revisions to the Eurocodes.



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