



EUROPEAN WOMEN SHAREHOLDERS  
DEMAND GENDER EQUALITY

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## ATMOSPHERE DURING THE AGM OF VINCI

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Gender equality is a cause supported by VINCI's shareholders and integrated in VINCI's governance. However, there is still a long way from taking the talk to achieving a change in a corporate culture.

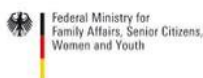
Six Brazilian women were elected during the VINCI annual shareholders meeting (AGM). With 46 percent of women in the Board, the Administration is well-placed in the company's general frame. At the beginning of the questions session, the Secretary answered vaguely to the questions submitted in writing. When the question about goals that VINCI wanted to reach in order to increase the representation of women in the executive committee (currently 12 men) and in the orientation committee (currently 18 men) was asked, the answer was focused on the problems of VINCI's activity area (construction industry) and the French context, which supports internal promotion against external recruitment. However, he had not proposed an action plan. Nevertheless, they already have organized internal programs for women and men and they try to reach the 20 % goal of women managers.

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