

Our Citizenship & Sustainability Charter



Citizenship & Sustainability Forward

The BESIX Group Executive and Strategy Committee wants all the Group stakeholders to engage in leadership and responsible actions to face the world citizenship and sustainability challenges.

Anchored in its ten last years in objectives and achievements, this charter reflects the Group engagements and commitments around the UN Sustainable Development Goals (SDGs).

To streamline 'Our Essentials', 'Our Business Engagement', 'Our Environmental Engagement', 'Our People Engagement', 'Our Societal Engagement' and 'Our Engagements to Objectives and Reporting', the Committee wants to follow the highest and the most relevant standards including ISO 26000 and GRI index.

Our Group C&S Officer guides and monitors on a permanent basis the ambitions, objectives and achievements all over the Group with the sustainable support of the Committee.

The Executive & Strategic Committee

Johan Beerlandt
Executive Chairman

Permanent representative of Bevafin bvb

Pierre Sironval
Deputy CEO

Permanent representative of ALTHIEL BVBA

Geert Aelbrecht
Chief People Officer
Group Sustainability & ESG Officer*

Permanent representative of Gacco BVBA

Hans Beerlandt
Head of Finance

Permanent representative of Gabeli SARL

Mathieu Dechamps
General Manager, Business Unit International

Permanent representative of Athena International SARL

Frédéric de Schrevel
Secretary General - General Counsel
Group C&S Officer**

Permanent representative of Arthepa BVBA

Tom Neyrinck
General Manager, Concessions & Assets

Permanent representative of JQTM BV

Jean Polet
General Manager, Key Projects

Gabriel Uzgen
Managing Director BESIX RED

Permanent representative of B2B Group SA

Jan Van Steirteghem
General Manager, Business Unit Europe

Permanent representative of Kyokan SARL

Jean-Pol Bouharmont
Managing Director, BU Middle East
Executive Chairman BESIX Watpac

* from January 01, 2022

** until December 31, 2021

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Our Essentials

Operate in conformance with a noble purpose translated in mission, values and C&S engagements.

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Our Business Engagement

Improve the sustainability of existing products and services, whilst searching for new innovative ways to expand the BESIX Group's offer.

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Our Environmental Engagement

Further strengthen our environmental initiatives with a better and more sustainable use of resources.

21



Our People Engagement

Aim at becoming a great and safe workplace.

25



Our Societal Engagement

Strive to take responsibility and create positive impact in both our value chain and locally at our construction sites in all the countries where we operate.

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Our Engagement to C&S Objectives and Reporting

Determine our objectives every two years and evaluate ourselves on these.



Our Essentials

Operate in conformance with a noble purpose translated in mission, values and C&S engagements.



Our mission and vision

As BESIX Group, we develop multiple services to create value for our clients, whilst incorporating the evolving expectations of the end users and building on strong partnerships with all stakeholders.

“Excel in creating sustainable solutions for a better world.”

We create proactively and step beyond the terms of mere “builders” or “developers”. We act sustainable both financially and environmentally. More than products or services, we offer our clients solutions. And lastly, we are keen to play a pivotal role in innovating to protect our planet’s shared resources.

Our values

Unity, passion, respect, co-creation and excellence are our common values.



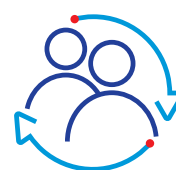
Unity



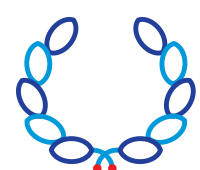
Passion



Respect



Co-creation



Excellence



Our C&S Strategy



Global brand with local anchoring

BESIX Group is a leading Belgian group, based in Brussels and operating on 5 continents, in the construction, real estate development and concessions sectors. Active since 1909, its iconic achievements include Dubai's Burj Khalifa, the tallest tower in the world, buildings of the European Parliament in Brussels as well as the Grand Egyptian Museum, on the Giza pyramids plateau. The Group's engineering department enables to carry out complex and unique projects, particularly in terms of technical and environmental aspects.

As an international company in the construction, real estate development and concessions sectors, our activities may involve social and environmental impacts, throughout the value chain. We have a responsibility to our clients and employees, and to the communities in which we operate. Our stakeholders at large are concerned about environmental and societal matters.

We want to engage with our stakeholders on a regular basis and provide clear information about notably our green engineering solutions, our climate actions, our workers' rights and our employees' well-being.

True to our noble purpose 'Excel in creating sustainable solutions for a better world', Citizenship & Sustainability is integrated in our Group processes. We have defined the following sustainability strategy, based on 5 engagements and 10 commitments.

Our C&S strategy, our Engagements and their monitoring are supported by our Board of Directors and our Executive Senior management. Senior management from each Group entity translates our C&S strategy in the reality of their business. They support our Engagements in their daily activities together with their teams.



OUR ENGAGEMENTS



Our Business Engagement



Our Environmental Engagement



Our People Engagement



Our Societal Engagement



Our Engagement to C&S Objectives and Reporting

Each Engagement materializes in specific commitments which explain how we drive the integration of Citizenship & Sustainability in our operations.



It all starts with our Stakeholders

Ecovadis Silver medal (2020)

BESIX is among the 25% of the companies evaluated by Ecovadis that obtained this score in this industry.

We are increasingly asked to demonstrate our C&S approach towards the major challenges facing today's society (climate change, lack of energy, water scarcity, lack of experts...). We have a continuous dialogue with our stakeholders: managers, staff, citizens, clients, business partners, NGOs, governmental and financial institutions, professional networks, academic world, trade unions...

They help us to improve on our path to sustainability. Thanks to these on-going contacts, we manage to regularly identify and consider our common concerns: workers' welfare, ethical supply chain, well-being at work, green building, sustainable innovation, CO₂ reduction, preserving biodiversity...

As an international multi-service group, we are fully aware that we have a responsibility towards our clients and our employees, and to the communities in which we operate.

We want to engage with them and provide clear information about specific topics in which we all feel concerned. We are convinced that we have a role to play in society as supporting economic, social and environmental progress, and aiming for a better quality of life for people.

To find the right guidance, we have decided to become an active member of the United Nations Global Compact and the UN federating platform 'The Shift' Network. We are inspired by the Ten Principles and the 17 Sustainable Development Goals.

We find here a support to define our C&S strategy and to reinforce standards in which we believe (human rights, working conditions, ethical business practices, respectful environment).

We focus specifically on 10 SDGs on which we can have a direct positive impact.

We follow the guidelines of ISO 26000. We aim to comply with the Code Buisse III in relation to CSR for Belgian non-listed companies.





OUR C&S FRAMEWORK WITHIN THE STRATEGY AND THE OPERATIONS

WORLD CHALLENGES

Climate change | Ageing society | Green building | Lack of energy
Water scarcity | Lack of experts | Worker welfare

OUR SELECTED SUSTAINABLE DEVELOPMENT GOALS



OUR PURPOSE

“Excel in creating sustainable solutions for a better world.”

OUR STRATEGIC DRIVERS

BEING A LEADER IN
OPEN INNOVATION

PROMOTING OPENNESS
TOWARDS NEW VENTURES
AND BUSINESS ACTIVITIES

DEVELOPING “ONE-STOP-
SHOP”
SOLUTIONS

LEVERAGING ON OUR
CUSTOMER CENTRICITY

PROMOTING A GREAT PLACE
TO WORK

CREATING SYNERGIES
ACROSS THE GROUP

OUR C&S ENGAGEMENTS > OUR KEY C&S COMMITMENTS



**Our Business
Engagement**



**Our Environmental
Engagement**



**Our People
Engagement**



**Our Societal
Engagement**

Carrying out
respectful
& sustainable
operations

Contributing
to the transition
towards a low carbon
& low waste society

Increasing
people's
safety & comfort

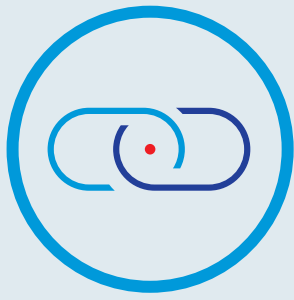
Promoting local
social
& economic
development

Endorsing
Codes
of Conduct

Encouraging
green
solutions

Growing as
preferred employer

Being inclusive with
authorities and NGOs



Our Business Engagement

Improve the sustainability of existing products and services, whilst searching for new innovative ways to expand our offer.

Our Business Engagement follows a steady pattern, in which we first look to improve the sustainability of existing products and services, whilst boosting innovation in our services.

We safeguard fair working conditions and guarantee good business ethics towards our employees, local communities and other stakeholders from our supply chain. We make a point of creating positive impact in both our value chain and locally on our construction sites.





OUR COMMITMENT

Carrying out respectful & sustainable operations

Appropriate business behavior is crucial for our continued performance, our reputation, our competitiveness and our compliance with the highest world standards in ethics and business.

We strive to secure sustainable development together with strong risk management approach. The projects we manage are increasingly complex and require sophisticated risk management.



The Group business development and risk management are mainly driven by Integrated Management System including the internal control and method statements guiding the management and monitoring of all strategic, finance, operations, project, insurance, support and reporting processes of each Group company.

Corporate Governance

We comply with the basic principles of good governance in Belgium (“Code Buisse III”), which are continuously reiterated; a corporate governance framework that is firmly embedded in the day-to-day working of the Group’s Board of Directors, its advisory Committees and the numerous Boards of Directors of the Group companies. The goal is to secure the sustainable development of the Group and to develop in line with the highest standards.

In practical terms, the implementation of these principles involves – in particular – the participation of external directors in the Board of Directors and consultative Committees.

The monitoring of corporate governance framework is secured through the continuous implementation of the Group Rules, which a.o. cover risk management and internal control.

Risk & opportunity Management

For achieving proper risk & opportunity management in the Group Contracting activities, we follow 21 rules included in the BESIX Group Rules. We operate within a defined framework of Entrepriise Risk Management, aligned with the ISO 31000 guidance.



The BESIX Group Rules, issued by the BESIX Group Executive and Strategic Committee, are meant to give guidance to the management of all Group entities and units on how to integrate proper risk management in all operations, and to communicate and to report to the senior management of BESIX Group to which all entities are accountable.

BESIX Group's core business in contracting targets complex and high risk projects. The Group Rules allow to properly assess the Group risk appetite for those opportunities. BESIX Group established a "Tender Review Committee" along with a "Go/No Go" decision process. Besides the scope of work and solid financial and contractual aspects, other criteria are analyzed such as liability of partners and supply chain, HSE, geopolitics, logistics conveyance, local communities and cultural heritage. These criteria are consolidated in a scorecard supported by recognized tools allowing traceability of all risk related processes.

Knowledge management

The Group commits to be a continuously learning organization via information collected from data, lessons learned and best practices sharing within the Group to build up a collective knowledge management supporting strong references for the tendering activities and operational excellence.

The Group encourages transversal and local initiatives in all relevant disciplines participating to business and project management, as well as digitized sharing solutions.

Client centricity

We commit to building and maintaining the most professional clients relationships. This crystallizes in one of the BESIX Group strategic drivers: "Leveraging on our client centricity".

The Group's commitment is to create a relationship based on trust and ongoing communication to become the partner of choice for its key, strategic and corporate accounts.

The Group endeavors to include all its in-house competences in a complete offer as full-life cycle service provider.



OUR COMMITMENT

Endorsing Codes of Conduct



Responsible conduct

BESIX Group aligns its C&S self-regulation with the world standards of ISO 26000 and of Global Reporting Initiative (GRI), aiming the development of a bona fide C&S policy in accordance with the usual C&S disciplines of accountability, transparency, ethical behavior, respect for stakeholder interests, respect for legislation, respect of international standards of conduct and respect for human rights.

BESIX Group issued a Code of Responsible Conduct applicable in all the Group entities, embracing the C&S guidelines around Corporate Governance, Human Rights, Business Behavior, Safety, Environment and Human Resources.

The Code engages all the Group executives and agents in their daily decision-making when they interact with each other and with our external stakeholders. The Code also prescribes that violations of law, rules, regulations of the Code shall be reported to the Group C&S Officer.



Both Codes of Conduct endorse the Universal Declaration of Human Rights, the Internal Framework Agreement on fair labor standards (IFA), the United Nations Global Compact Ten Principles and the 17 UN Sustainable Development Goals (SDGs), as well as the ISO 9001, 14001 and 45001 standards.

Responsible procurement

Since supplies, subcontracting and services are largely included in our business and activities, BESIX Group commits to continuously promote sustainable and responsible procurement and consequently expects all their colleagues involved in the procurement chain and all their subcontractors, suppliers and service-providers to comply with the Group Responsible and Sustainable Procurement Code of Conduct.

BESIX Group requests that external parties with whom it conducts business share the Group vision.

Our Procurement Code of Conduct has been launched to ensure that our activities and supply chain meet legal and regulatory requirements. They secure high standard practices in all companies in line with our Group C&S commitments.



The Procurement Code of Conduct guides our employees who have a signing authority for purchase order within the company in monitoring and cooperating with external parties. By signing the Code, our most important subcontractors and suppliers ensure decent working practices in the supply chain and the Group promotes the integration of environmental and social considerations when procuring and sourcing with our buyers, suppliers and subcontractors.



Our Environmental Engagement

Further strengthen our environmental initiatives with a better and more sustainable use of resources.

BESIX Group is engaged to actively participate in climate change. Our teams continuously monitor site activities and consider how to find sustainable solutions in partnership with their clients, targeting the reduction of such impact further.





OUR COMMITMENT

Actively contributing to the transition towards a low carbon & waste society

We endeavor to respect and preserve our natural and physical environment while we acknowledge the inevitable impact our activities have in areas where we develop and build new projects.

The Group's first priority relates to the "Planet" component by devising solutions to tackle the global climate challenges.

Further, the Group focuses on the re-usability of construction materials and on the reduction of emissions within the framework of the quality requirements of our clients. Not only in the construction processes, but also by raising eco-awareness throughout the workforce, the objective of minimizing negative environmental impact through skillful design is integrated in our project.

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BESIX is one of the initiative takers and a member of the steering committee for the introduction and testing of the CO₂ performance ladder in tenders on the Belgian public market.

CO₂ management

The Group's ambition is to be a major player and contributor in the reduction of the CO₂ emissions.

First, to reduce commuting and its environmental footprint, we commit to develop and deploy a flexible mobility plan including homeworking and mobility pack, enabling our employees to opt for greener vehicles and to encourage them to use public transport.

While maintaining and upgrading the CO₂ performance ladder in The Netherlands, we expand the process in Belgium and other European countries in which the Group is active.





Committed
member
of
the **Belgian
Alliance for
Climate
Action**

Belgian Alliance for Climate Action

BESIX Group is a signatory of the Belgian Alliance for Climate Action, launched by the non-governmental organizations The Shift and WWF Belgium in October 2020. The signatory members of the Belgian Alliance for Climate Action are thereby aligning their activities with the objectives of the Paris Agreement, i.e. to limit the rise in global temperature to a maximum of 1.5°C.

BESIX Group shall position its Group entities as smart companies understanding the risks posed by climate change and demonstrating leadership by setting ambitious objectives, targets and KPIs either on their own or through active contribution to transversal, local or global initiatives consolidating science-based targets in the area of climate-related actions.

As a signatory member of the Belgian Alliance for Climate Action, initiated by The Shift and WWF Belgium, BESIX Group shall align the activities of the entities with the Paris Agreement.

Environmental management systems

Dedicated Environmental management plans and waste management plans are developed for every project and fixed production facilities, to minimize the environmental impacts due to the construction activities within the Group.

With their ISO 14001 certified Environmental Management Systems of the Group entities and major projects, BESIX Group is committed to reduce the Environmental impact of its operations, by continuously monitoring its activities and innovating to find sustainable solutions in partnership with its clients, suppliers and subcontractors.

Waste management and circularity

By using environmental-friendly resources and materials we commit to sustainability at all levels of the operations and each project life cycle.

On project sites, our teams oversee the total amount of materials used and maximize recycled, certified or re-used ones. The Group encourages certified sustainable raw materials and invests in new or innovative materials in collaboration with dedicated clients and suppliers.

The Group entities shall include waste management in their operations, both in the permanent locations, plants and offices and as an integrated part of the specific project management plan.

Each project waste management system shall define the types of waste that need to be segregated, including concrete, metal, wood, oil, plastic items, cans, paper, electronic and electrical items.



Biodiversity preservation

We are committed to preserve the surrounding nature in various areas of the world throughout our activities.

In our tendering activities, the Group entities shall not only comply with the local and clients' requirements but shall also work out alternative and innovative walk-around solutions to optimize biodiversity protection.

Our site teams shall involve external experts (biologists, oceanographers...) to prepare and manage construction sites in the respect of wildlife nature before, during and after the project execution.



OUR COMMITMENT

Encouraging green solutions

BESIX Group shall continuously anticipate on future societal changes and environmental needs. We strive to deliver value engineering solutions, integrating sustainability in all phases of our projects and benefiting our stakeholders in the wider community and the environment we live in.

Innovative thinking

We endeavor to develop new solutions in sustainable design for clients requesting or open to greener projects.

Our expert teams propose preferably sustainable materials, efficient manufacturing processes, smart building approaches and sustainable construction operations to reduce environmental and energy impacts of the buildings and infrastructures that our Group entities are completing.

BESIX has been awarded the ISO 19650-2:2018 certification, the world's first international standard for Building Information Management (BIM). The next objective is to receive this ISO certification for our Group entities.

Sustainable engineering solutions

We commit to integrating sustainable thinking in our fundamental design, in the way a construction site is organized, in the way the finished structure is managed and throughout the entire lifespan of the project.

We support clients by making their projects more efficient, sustainable, secure and comfortable. We encourage our supply chain to also promote a similar approach and consider the same in our selection processes. We invest and partner where possible to expand our sustainable (value) engineering solutions and offers.

Our in-house experts are committed to:

- delivering sustainable solutions in the choice of materials,
- embedding sustainable design features,
- assisting the client to achieve their sustainability goals through green rating certifications (LEED, BREEAM, GSAS, CEEQUAL, Green Star, HQE, NABERS Energy, Passive House, etc.),
- assisting efficient planning in design and construction through the use of BIM and other digital solutions to facilitate efficient facility and energy management around 'smart buildings'.



Thanks to our in-house 'Green Project Rating System' competence center, we create a cross-organizational platform to exchange knowledge and support of the locally available information. This competence center enables us to centralize and further reinforce our knowledge and expertise related to green rated projects and provide one-stop project support to green rated projects, right from the pre-design phase until the operational phase.

Energy sources

Our Group expert teams are committed to focusing on energy to meet the need for smart buildings in the transition towards a clean energy society. Digitizing shall assist in energy management thanks to e.g. the Internet of Things (IoT).



Our People Engagement

Supporting a great and safe workplace.

Built environments have a substantial impact on the life habits of the people. We remain concerned to keep comfort and well-being of our stakeholders in the center of our activities.

We are engaged to create the best possible working conditions for our employees and stakeholders (on and off site).





Declaration on Healthy and Safe Workplaces (2021)

BESIX Group is committed to making health and safety at work a fundamental right for its employees, including teams from partners and suppliers. The Group signed this Declaration with the BESIX European Works Council, the FGTB and the CSC.

OUR COMMITMENT

Increasing people's safety & comfort

The Group ensures that steps are taken across the organization to support health and safety and to build a safe workplace for our employees and our stakeholders, as a high priority.

Safe workplace

Our safety teams organize multilingual trainings, inductions and toolbox meetings, as well as regular audits and inspections on site.

They also assess the surrounding impacts like sound nuisance, dust and light emissions. Local mobility, road safety and respect for night time are equally important factors.

Through open communication, dedicated trainings and specific prevention plans, the Group endeavours to support the health and safety of its stakeholders.

The Group cares deeply about its staff's safety, comfort and well-being, but also that of its subcontractors and the people who are impacted by its daily activities and construction sites.



OUR COMMITMENT

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We are strongly committed to promoting a great workplace: offering multiple career development opportunities and tailor-made training programs, or creating internal communities to encourage internal network and boost diversity of interests.

Growing as a preferred employer

BESIX Group is committed to develop long-term relationships, safeguarding fair working conditions, promoting and protecting the well-being of all its employees and workers.

Engaged employees

The Group envisions a place where its employees are fully engaged in their professional life and get true fulfilment from their jobs. It is looking to build up active relationships with its employees, based on personal growth and mutual respect. The Group organizes an engagement survey every two years. This initiative gives the opportunity for employees to communicate openly about their working environment. The results are used to identify strengths and points of attention and devise an action plan accordingly. Employees are very likely to promote BESIX Group as an organization to work for.

Within the Group, staff can benefit from different services to boost their well-being: on-boarding platform, BESIX Young Community, BESIX Fit program, etc. These programs provide opportunities for them to bond with peers, learn together and help each other, supporting a good well-being in the workplace.

Internal coaching programs, BESIX resilience program and confidence officers network are also available to care for mental health. The BESIX Academy gives staff the opportunity to consolidate their expertise with complementary knowledge and new trends.



Top Employer 2021

BESIX Group is assessed and guarantees the very best working environment through progressive HR policies in which people are at the center.

Promoting diversity

BESIX Group considers diversity as an opportunity for continuous co-creation and innovative teamwork. The Group guarantees diversity and gender equality thanks to its anonymous recruitment management process. As a result our staff is represented by more than 80 nationalities with various cultural backgrounds.



International Framework Agreement (2017)

BESIX Group has signed an international framework agreement on fair labor standards with the Building & Wood Workers' International (BWI).



The Group believes that its success is undeniably linked with its ability to co-create with each other, and also with its clients and its partners, subcontractors.

The Group keeps contact with schools, universities and vocational training centers to explain different qualifications within the sector. Its Competency Banding system is neutral and guarantees equality between women and men within the Group, describing characteristics of all different functions without mentioning the gender of the people who hold them.

Fair Working Conditions

BESIX Group strongly and worldwide believes in the right to everyone's dignity and respect. It commits firmly to human rights and well-being of all employees and workers employed by BESIX Group, regardless of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion, political opinion or beliefs.

The Group guarantees good business ethics towards employees and other stakeholders through the BESIX Group Code of Conduct and committing to the International Framework Agreement (IFA) on fair labor standards.

Attract new potentials

Facing the challenge to find the best talents to reinforce our teams and the construction sector's shortage of technical profiles, BESIX Group aims at an attractive salary package and offers candidates more flexibility, home working, job content, collegiality and well-being at work.

BESIX Group arranges encounters with students and young graduates via partnerships with universities.

We are also committed to promoting mobility and flexibility to support our employees in enhancing their career at one of the sites around the world, or with one of the subsidiaries.



Our Societal Engagement

Striving to take responsibility and create positive impact in both our value chain and locally at our construction sites in all the countries where we operate.





OUR COMMITMENT

Promoting local & economic development

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At BESIX Group, we consider each project as a unique occasion to repeatedly create new possibilities and opportunities for local socio-economic development.



Since 2009, the BESIX Foundation supports projects financially and materially, but also delivers skills-based sponsorship, which helps organizations to achieve their goals. Supported projects are related to Education, Construction and Environment.

The Foundation managed its own projects in addition to the projects it supports for charitable organisations: Right2Learn (computer and languages courses for less skilled workers in the UAE) and KiddyBuild (giving the underprivileged primary schoolers from Brussels the opportunity to discover the variety of jobs existing in the world of construction, from worker specialist to civil engineer).

Vendors and business partners

BESIX Group is heavily connected and committed to local economies and labor forces, considering its global and worldwide operations. The Group supports local communities through the inclusion of local workers, contractors and suppliers in our projects. This is strengthened by the projects supported by the BESIX Foundation.

BESIX Group encourages a proactive approach towards local and social inclusion, often exceeding local laws and baseline expectations in Belgium and Europe. In the Middle East, Australia and at international level, we recruit local workforce according to national law in countries where we are active. These local teams are reinforced by expert functions that cannot be found in the country and amongst local staff members. The Group stimulates local social economy through BESIX Foundation projects.

Social initiatives

BESIX Group pays specific attention to include underprivileged people with a distance to the labor market. It aims to promote their personal development and enhance their professional skills.

BESIX Foundation supports charitable projects in the fields of education, construction and environment. Its goal is to help communities in the countries where BESIX Group is active. BESIX Foundation has an array of volunteering projects in which the Group's employees can participate through its activities.



OUR COMMITMENT

Being inclusive with authorities and NGOs

Direct Engagement and communication with our stakeholders

BESIX Group communicates with its numerous stakeholders through the most modern channels and ways. External stakeholders include general and specialized media, companies and institutions active in the same business areas, the academic world as well as the local communities neighboring the Group's projects and activities.

The Group wants to keep stakeholders informed about its actuality on the channels these audiences use, i.e. through an activity report, commercial brochure, website and social media.

Site teams regularly welcome citizens, students, clients, government officials and journalists on-site in order to explain the different steps of a project and the scope of its achievement.

The Group pursues its communication regarding its Citizenship and Sustainability actions mainly online via its website and social media. The C&S chapter of the BESIX Group website is continuously updated with the Group's latest actuality.

Group overall monitoring

BESIX Group aims to centralize and coordinate public affairs, including explaining organizational policies and views on public policy issues, assisting policy makers and legislators in amending or laying down better policy and legislation as well as providing responsible lobby on issues which could impact upon the organisation's ability to operate successfully, and build and maintain a strong Group reputation.

Sustainable partnership with NGOs

Aside of the initiatives of BESIX Foundation with numerous NGOs, BESIX Group keeps contact with local authorities, BWI and NGOs such as Amnesty International or BHRRC regarding human rights and well-being of its workers.



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Since signing an International Framework Agreement on Fair Labor Standards in 2017, BESIX Group continues to improve on the working and living standards of its migrant workforce.

BESIX Group closely monitors the rights of migrant workers mainly in terms of public commitment to human rights, engagement with civil society and global trade unions to address risks in the regional supply chains and respect of workers' rights.

The Group develops internal processes for, amongst other reasons, identifying human rights risks and impacts in its activities via a scorecard which is available internally for final analysis.

Sharing Global Compact targets and ambitions

BESIX Group is committed to respect human rights through its involvement with the United Nations Global Compact. It also follows the ILO Conventions, which translates into decent working conditions, complete safety, against illegal work, equal opportunities for access to work without discrimination of any kind.

BESIX Group is conscious of growing expectations towards the construction sector regarding human rights and workers' rights when carrying out large-scale projects around the world that can impact the quality of life of the workforce, and the communities surrounding the sites as well as the supply chain.

BESIX Group contributes to improvements of workers welfare and living conditions in the development of the local regulations. BESIX Group acts as a recognized leading group for the standards it upholds for its workers and/or the continuous improvement of both working and living conditions of its employees and its workers. Health and safety remain a priority.

International Framework Agreement with BWI as guidelines

BESIX Group supports compliance with the Universal Declaration of Human Rights. In this context, the Group jointly initiated with Building & Wood Workers' International (BWI) and the European Works Council (EWC) an International Framework Agreement (IFA) on Fair Labor Standards in 2017.

This worldwide agreement firmly reflects the Group's commitment for fair labor standards for its employees and workers, with a focus on third-party compliance to bring subcontractors up to its own standards, through regular auditing and detailed guidance on steady improvements in accommodation conditions, recruitment practices and general HR processes.

These frameworks complement the Code of Conduct on responsible and sustainable procurement.



Our Engagement to C&S Objectives and Reporting

The Group determines its objectives every two years and evaluates itself thereupon.





OUR COMMITMENT

Our C&S commitment to Objectives

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The construction sector has an important and crucial impact on our environment – climate and natural resources. BESIX Group is focusing on “Planet” in the 5 Ps (People / Planet / Prosperity / Peace / Partnership) model.

Since ten years, we determine in a bottom-up approach across the entire Group the objectives for all entities in each discipline covered by the SDGs that we have selected for proactive actions and in line with the ISO 26000 guidance and standards.

At the end of each period, we assess ourselves on our achievements and report accordingly.

The Group integrates solutions for the global climate challenges into its ambitions. It is also a crucial concern for most of its stakeholders, from staff members who ask for concrete actions, to business partners and clients who understand their impact in the society of tomorrow.

BESIX Group considers its leading role, its take on acquiring clients with a sustainable mindset and its goals towards lobbying, investing and collaborating on sustainable topics.

Starting from engineering is key as it is its core business and the most impactful way it can make a difference.

The Group's knowledge in green projects rating systems, smart buildings, integrated environment system and its sustainable engineering solutions remains key to finetune its ambitions. Therefore the Group translates them into concrete objectives.



OUR COMMITMENT

Our C&S commitment to Reporting

BESIX Group fixes the framework, the ambitions, the indicators and the areas in which each BESIX Group company is invited to subscribe to specific C&S objectives.

Every year a Communication on Progress is published to the UN Global Compact and in the Group's Activity Report. This report allows the Group to take an introspective look at the situation, maximizing the quantitative criteria as much as possible in relation to the qualitative ones.

Every two years, BESIX Group endeavors to make a Citizenship & Sustainability report largely based on the Global Reporting Initiative (GRI) Standards 2016: Core option. We progressively we report with a GRI index, allowing us to apply for certification later.

BESIX Group aims to progressively increase its quantified key performance indicators in C&S to evidence the credibility and transparency around its C&S achievements more and more.

BESIX Group Citizenship & Sustainability reports are available on the BESIX Group website / C&S chapter.

Other memberships and participation to work groups:

ADEB-VBA Green Board (Belgium), Brussels Ecobuild cluster (Belgium), Green Deal Circulaire Bouwen (Belgium), Green Deal Circulaire Procurement (Belgium), Fédération Belge des Fondations Philanthropiques (Belgium), Green Deal Civil Engineering 2.0 (The Netherlands), Dubai Chamber of Commerce (UAE), European International Constructors, Corporate Responsibility work group (EIC).

Committed member

BESIX commits itself as a member/participant of various workgroups to inspire or drive the change towards a more sustainable future.



Our guidelines



BESIX Group is an active member of the **United Nations Global Compact** (2016).

We support the 10 United Nations Principles relating to:

- respect for human rights
- international labor standards
- environment
- fight against corruption

We support the 17 Sustainable Development Goals of the United Nations:



Member of **The Shift** (2016), the Belgian network for sustainability, official UN Global Compact representative in Belgium. They help companies to realize the transition to a more sustainable society and economy.



Signatory to the **Belgian SDG Charter for Development** (2017), launched by the Belgian Development cooperation ministry and The Shift. Based on the 5 Ps of the SDGs: People, Planet, Profit, Peace and Partnerships.



Member of the **Belgian Alliance for Climate Action** (2020), launched by The Shift and WWF Belgium.

Aligning our activities with the objectives of the Paris Agreement, i.e. to limit the rise in global temperature to a maximum of 1.5 °C based on Science-Based Target initiatives (SBTi).

