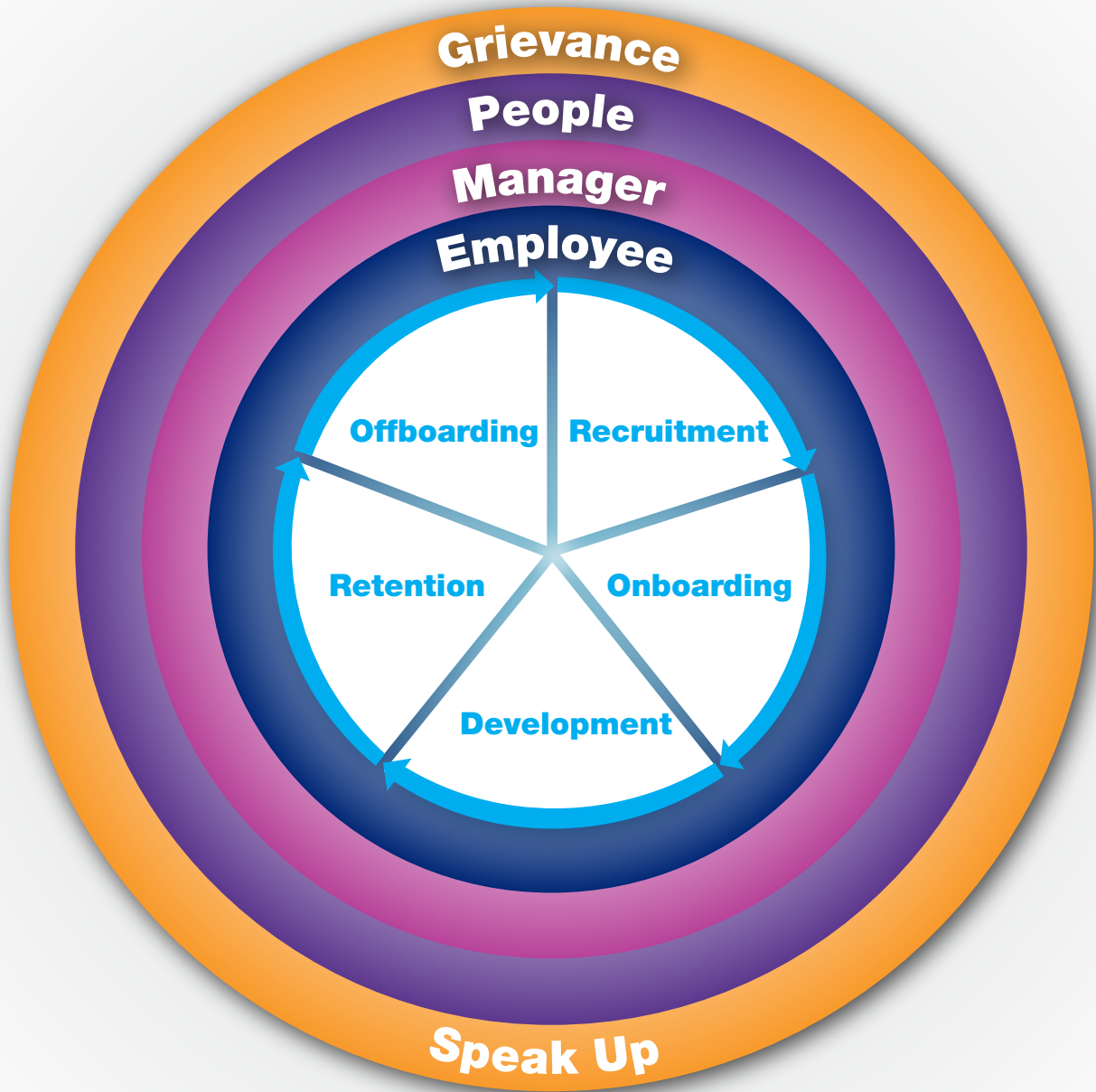
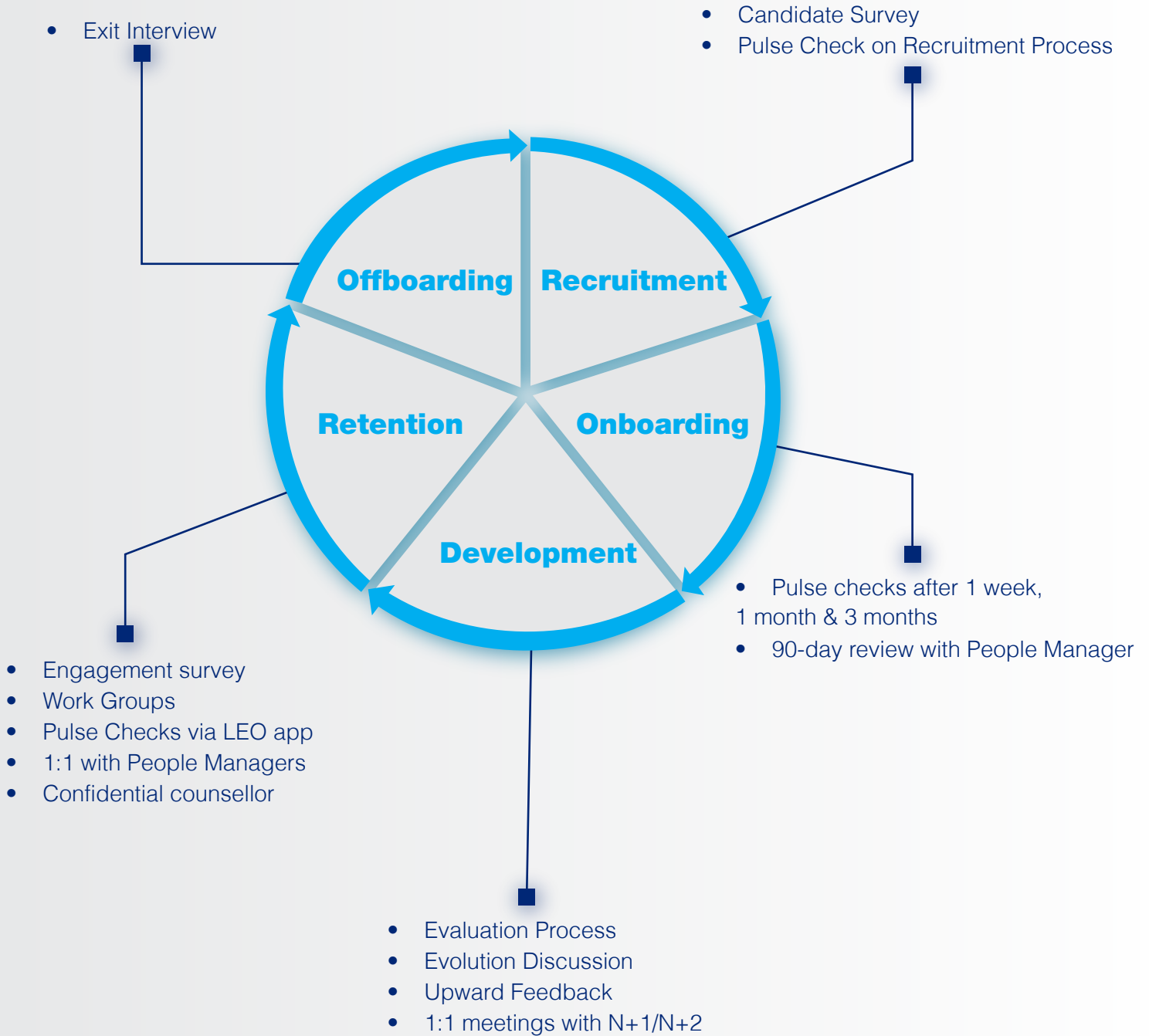




Employee Listening





- 1) Beginning of year: Evaluation Process (via Metrilio & F2F)
- 2) June: Evolution Discussion (discussion regarding evolution and development via Metrilio & F2F)
- 3) September: Upward Feedback (provide feedback on management via Metrilio)
- 4) 1:1 meetings with N+1/N+2
- 5) In case of issue and in agreement with the employee, the Manager is informed by the People Manager (following results pulse checks for instance)

- 1) Candidate survey
- 2) For newcomers: pulse checks from contract signature up to 3 months on the job (via Hey Team)
- 3) Every 3 years: Engagement survey [My Opinion @BESIX](#)
- 4) Workgroups on specific topics following e.g. the engagement survey
- 5) In difficult times (e.g. covid): Questionnaire sent out to our employees to know how they are doing/dealing with the situation
- 6) People Manager: Site visits, 90-day review with People Manager, ongoing possibility to have 1:1 & exit interview in case of departure

- Employee reports an issue to a Confidential counsellor (internal or external) or People Department
 - A confidential counsellor is the point of contact for employees if problems arise related to psychosocial risks and mental well-being at work, such as - but not limited to - bullying, sexual, moral or verbal harassment, aggression, stress, conflicts...
 - That means that the counsellor listens, advises and mediates. The counsellor can initiate a dialogue, for instance in the event of conflicts between employees or between an employee and a manager. The person can also be a listening ear when you don't feel well and can direct you to, if needed, the proper support.

- Prevention Committee

- European Committee

- Work Council

- International Agreement Labour Law

- Employee reports a witnessed abusive behaviour to management, People Department or a Confidence Officer (internal or external)