



# Diversity & Inclusion Policy

# Diversity & Inclusion Policy

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# Our commitment

## Our Purpose

Diversity & inclusion at BESIX Group means we are committed to ensuring the successful working integration of people of different age, gender, language, experience, ethnicity, sexual orientation and identity, physical abilities, appearance, political opinion, religion, belief or any other form of differentiation, in line with their job requirements and competencies.

This policy lays the foundation for our principles in respect of diversity and inclusion in our workplaces and the quality of the professional relationships we want to develop with all those involved in our business activities.

While this policy explicitly addresses our people, we strive to maintain a strong alignment of our standards with our business partners, reflecting the communities in which we operate.

Being Inclusive is part of our company DNA, as explained about our culture and the six behaviors related to it. A culture translated by hashtag #bettertogether.

This should be seen in conjunction with our International Framework Agreement on Fair Labor Standards.



## Our commitment

### Our Vision

BESIX Group is working to build a truly integrated diversity and inclusion approach including people from different horizons and backgrounds, and/or with different views. The Group understands that a diverse and inclusive culture actively contributes to its business success.

### Our Ambition

BESIX Group wants to be seen as an organization where diversity and inclusion are fully integrated into the workplace and the quality of the professional relationships the Group develops between its people and its business partners.

## Our Principles

- We support a **diverse and inclusive culture** throughout our organisation where everyone can reach their full potential within their function while feeling supported and valued in their career.
- We offer **equal opportunities** to everyone who works in BESIX Group and shows respect when encountering differences.
- We are committed to **employing the best-qualified people** based solely on job requirements, competencies and alignment with the company culture.
- We encourage and enable **diverse inputs and perspectives** to promote innovation and broaden business opportunities and outcomes.
- We recognise the importance of reflecting the diversity and inclusion of our **business partners** in our workforce.
- We will **not allow any intolerance or discrimination** in any aspect embodying our definition of diversity and inclusion.

## Prevent discrimination

BESIX Group constantly monitors compliance with this policy, taking a zero-tolerance approach to any form of discrimination or harassment.

To prevent discrimination or harassment in whatever form, the Group uses internationally recognized employment standards, Codes of Conduct and policies, surveys as well as a network of confidence officers. Mandatory training on ethics and governance is provided to our employees, as well as further training on unconscious bias for our internal recruiters.

These actions provide the necessary tools to adequately guide our employees and business partners.

BESIX Group encourages its staff to report any concerns regarding discrimination incidents among employees or business partners.

Incidents of non-compliance concerning diversity or inclusion may be reported via the Group grievance mechanism set forth in the International Framework Agreement on Fair Labor Standards.



## Our commitment

### Review

This Policy, publicly available on our website ([www.besix.com](http://www.besix.com)), may be reviewed to include further enhancements.



### Contact

For further explanations or questions or to report incidents, please contact your local HR Manager or the Group Sustainability & ESG Officer - Chief People Officer, BESIX Group.

*BESIX Group's approach to diversity and inclusion is rooted in the United Nations Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights of Work, the Global Compact principles of the United Nations, the International Framework Agreement on Fair Labor standards (IFA) and the Organisation for Economic Co-operation and Development (OCDE-OECD).*



# Our method



## Our method



At BESIX Group, we can truly state that diversity and inclusion are part of our DNA. Our 6 behaviors related to our company culture #bettertogether start with Be Inclusive!, reflecting our joint effort to develop a diverse and inclusive culture.

As an international organization active on 5 continents, the Group:

- embodies a multicultural working environment conducive to bringing together people from different horizons and backgrounds;
- strives to build an inclusive culture embracing the diverse talents and experiences of all its people.

We are convinced that the wide range of backgrounds (culture, origin, education, etc.) of our teams and business partners are a real asset to our business success and performance.



## Better together

While this policy explicitly addresses our people, we strive to maintain a strong alignment of our standards with our business partners, reflecting the communities in which we operate.



# #BetterTogether

Diversity and inclusion are valuable:

- for **our people** active within the Group and its affiliates, in line with their functions and competencies;
- for our **business partners**, in line with the trustful partnerships we want to build with them and the ambitions we want to achieve together;
- as respect and openness towards **newcomers**, new competencies and new ideas are key to remaining a leader in our industry, open to innovation & talent.



Our  
method

*We want to offer equal opportunities to everyone, in an understanding that combining different cultures, views and experiences makes us stronger as an organization.*



## About diversity and inclusion

### *By diversity*

we mean that we want to ensure the fair and equal treatment and well-being of our people and business partners regardless of the traditional areas of diversity (age, gender, language, marriage and civil partnership, pregnancy and maternity, color, nationality, ethnic or national origin, religion, sexual orientation and identity, physical abilities and appearance, political opinion, belief) or any other form of differentiation.



### *By inclusion*

this involves listening to all employees and business partners without any bias. We want to treat everyone fairly and respectfully. We intend to give everyone the opportunity to inject new ideas, as well as a voice to express and share opinions in a trustful environment.



## Our priorities

### *Promote*

- Anchor a company culture including diversity and inclusion through policies, processes and internal communication programs;
- Pursue diversity, rewarding people solely for their competencies and achievements at all levels.

### *Recruit*

- Recruit and retain people at all levels and functions in line with the company culture;
- Prevent all forms of discrimination during hiring.

### *Train*

- Support everyone to achieve their objectives by providing them with the necessary training and career paths;
- Provide employees and leaders with specific training and toolkits.

### *Include*

- Ensure a common vision with our business partners in line with our standards;
- Focus on diverse-owned business partnerships.

### *Improve*

- Tackle any non-conformities, not permitting any harassment or discrimination;
- Track and monitor progress and potential out-of-line situations.

## How we drive diversity and inclusion

BESIX Group intends to promote  
a great workplace where:

- everyone benefits from a rich mix of talents,  
**creating broader and stronger career paths  
and business perspectives;**



- everyone is encouraged to **share their thoughts, ideas and interests**. Each voice is considered in its unique contribution to enriching the group in its projects and activities.

BESIX Group is convinced its growth  
and capacity to innovate are enriched by talents  
from everywhere, irrespective of backgrounds.

We want to ensure that **our employees  
and business partners** are strongly connected  
and have the necessary support to reach  
their full potential.

## Our method

*We consider diversity and inclusion as an opportunity to boost co-creation and innovative teamwork, also together with our business partners.*