

FAIR WORKING CONDITIONS

IFA agreement

At BESIX Group, we commit to developing long-term relationships, safeguarding fair working conditions, promoting and protecting the well-being of all employees and workers.

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

Protecting well-being in the broadest sense possible

In 2017, BESIX Group signed an **International Framework Agreement on Fair Labor Standards** with Building & Wood Workers' International (BWI) and the European Works Council (EWC) of BESIX Group. These worldwide agreements hold a purpose to promote and protect the well-being of all employees and workers employed by BESIX Group. It is based on a wide range of international labor standards such as the ILO Fundamental Conventions and other human rights instruments¹. This means we commit 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. It applies to all BESIX Group entities worldwide, as well as to all of its subcontractors and suppliers, a provision which was already contained in the BESIX Group Code of Conduct of 2014.

AMBET YUSON

General Secretary of BWI

"This agreement is designed to enable construction workers to fully exercise their rights, participate in building their future, and work and live in dignity. We look forward to cooperating with BESIX Group based on these shared values and commitments."

In 2018, Six Construct initiated a **Guide on Worker Welfare**. This guide is about promoting welfare and protecting all our employees and workers in the Middle East. We have defined a set of 10 well-being rules, also anchored in internationally recognized standards. These principles are embraced from the Management to the staff members, their representatives, health and safety representatives.

Our objectives for 2019 are, in addition to the continuation of the improvement of the working and living standards, the implementation of the BWI commitments and to develop a mechanism to ensure the third-party compliance to our Standards and Principles.



Below are some examples of how workers welfare was enhanced in the Middle East, in 2018:

- Election of the Workers' Representatives and identification of full time Welfare Officers.
- Improvement of the accommodation standards.
- Food catering (healthy food taking into consideration the working conditions and different types of cuisines of the workers).
- Transportation (vehicles with A/Cs, seat belts, speed limiter and safety equipment inside the vehicles).
- Collaboration with the Art of Living team in UAE, to provide sessions on the Breath-Water-Sound (BWS) Program in order to reduce and eliminate stress and strengthen individual empowerment.

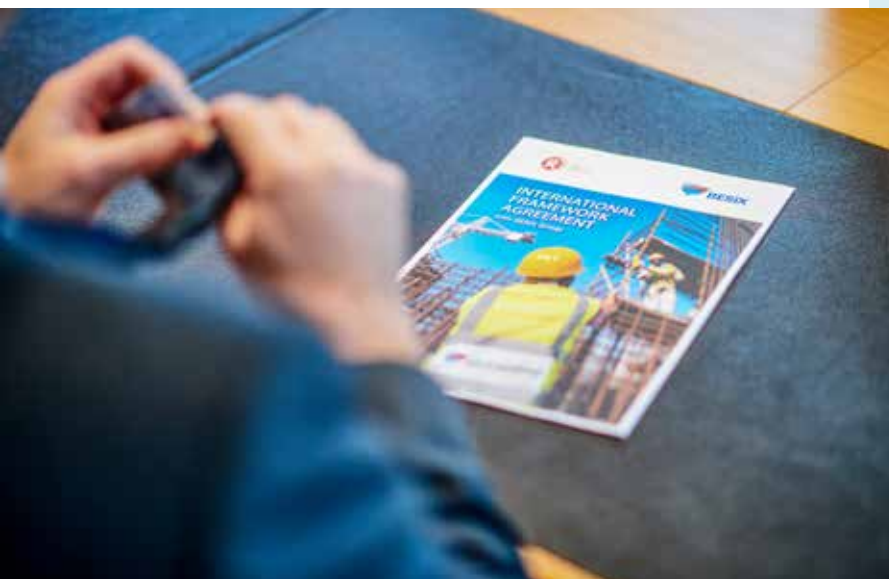
**GUY WINANDY**

Secretary of the European Works Council (EWC)
of BESIX Group

“We welcome this comprehensive International Framework Agreement. We are pleased that the EWC, through its social dialogue processes, was able to initiate this agreement based on international standards, which applies to the activities in Europe, but also in the rest of the world. We will be reporting on a regular basis during our meetings on progress made under this agreement.”

Good working environment for migrant workforce

In 2018, the Business & Human Rights Resource Center published an assessment report on migrant workers' rights in Qatar & UAE construction. BESIX participated as one of 49 surveyed companies. Overall results are positive as displayed below. Further special attention is required on freedom of movement, worker representation and grievance mechanisms. We are strongly committed to further improve on all aspects of fair working conditions.



¹ Such as the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration of Principles on Multinational Enterprises and Social Policy, and the ILO fundamental rights at work Declaration.

**BEST PRACTICES****WORKERS WELFARE ELECTION**
Six Construct Qatar

Six Construct has its own workers' welfare standards, which are quite high, and audits.

One of the Six Construct welfare forum/Workers Welfare Election was conducted with BWI in 2017 in Qatar and broadcasted by Six Construct.

New Yearly Workers Welfare Election has been conducted in December 2018:

- Out of 1,660 workers, 1,264 Workers voted in WWR Election (76% attended for the polling vs 70% in 2017);
- 6 representatives elected from India, Bangladesh and Nepal

ACCOMMODATION AUDIT**Six Construct Village**

Six Construct Village is audited on a quarterly basis, by Six Construct Welfare – HSE colleagues, in Qatar. Our ranking score is between 88 to 98 in the past 3 years. The last one of 98, made in Q1, 2019, is our best one.

The audits follow a specific inspection checklist: food and drinking water standards, infrastructure, medical care, facilities hygiene, transportation, safety...

AL WAKRAH STADIUM**Accommodation and Construction Site Welfare Inspections**

In December 2018, we received an inspection by the Joint Working Group (JWG) at the Al Wakrah project in Qatar. The joint inspection was carried out by the Building and Wood Workers' International (BWI), the Six Construct and the Site Management Team. During this inspection observations are made on general safety, leisure possibilities, housing facilities, emergency procedures and food. The report was overall positive:

- The kitchen, as per Six Construct, is the best in Qatar.
- All green areas are well maintained and accessible to all workers.
- Monthly emergency drill exercise and first aid trainings are carried out.
- The housing facilities are as should be and include modern commodities like Wi-Fi.

A few minor comments for improvement were made such as providing a greenery/lawn sports field, installing safety signage or testing safety shower. Since 2015, BWI visits related World Cup accommodations every six months.