

## Fair labour standards

BESIX Group strongly believes in everyone's right to dignity and respect. It is firmly committed to the 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 opinions, or beliefs. This concerns the BESIX Group entities worldwide, as well as all its subcontractors and suppliers.

### International Framework Agreement on fair labour standards (IFA)

Under the umbrella of the IFA agreement signed in 2017 between BESIX Group, its trade union representatives, and the Building and Woodworkers' International (BWI, an international federation of 351 trade unions from 127 countries, representing around 12 million workers), regular inspections of construction sites and living accommodations for blue-collar workers are regularly carried out by their representatives. In this context, BWI has free access to construction sites and migrant blue and white-collar housing, when they live in accommodations provided by the BESIX Group.

After visiting the United Arab Emirates, Qatar, Morocco, Latvia, and Ivory Coast in previous years, on July 4<sup>th</sup>, 2023, BWI representatives and Belgian trade union affiliates visited the Zayed National Museum project in Abu Dhabi (UAE). They provided a full day of training to the local workers' representatives, followed by a site and living facilities inspection. The delegation was satisfied with the welfare standards provided by BESIX to its workforce.

### BESIX Group's internal policies

BESIX Group has implemented rigorous internal policies to uphold and advocate for the rights of migrant colleagues, often surpassing its legal obligations. These measures are obligatory across all branches and subsidiaries of the group. Examples of these measures include direct employment and payment by the group without intermediaries, comprehensive health insurance coverage, and hiring of migrant colleagues through reputable agencies without any associated fees or arrears. In addition, these colleagues retain their identity documents at all times, are provided with quality and comfortable accommodation that meets their religious needs, culturally appropriate menus, and the freedom to appoint representatives to communicate grievances or requests to the company. They also have access to information in a language they understand.

### Achieving safety excellence

Safety at work is BESIX Group's number one priority on all its sites. This commitment extends to the Middle East, where the company boasts one of the region's top safety records. This achievement mirrors the high safety standards maintained across BESIX Group's global sites, including those in Europe. Many of these sites consistently achieve several million working hours without any accidents causing work incapacity. Noteworthy instances include the Guggenheim Museum team reaching 10 million man-hours without a Lost Time Incident (LTI) in June 2023, the Zayed National Museum team achieving 15 million hours without LTI, and the Zayed City Schools PPP project team recording 3 million man-hours without any LTI incident in November of the same year (UAE).



### BESIX Foundation Right2Learn

Launched in 2011, Right2Learn is a unique educational programme initiated by BESIX Foundation, through which it teaches basic English classes to its blue-collar workers. The English classes are delivered in collaboration with a local non-profit organisation.

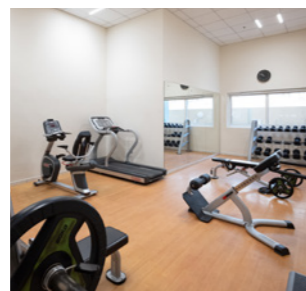
In 2023, BESIX conducted two English class cycles over two semesters. 60 blue-collar workers attended and successfully passed the exam. The students completed a total of 1,600 hours of training.

The Right2Learn programme, which also includes computer classes, is a unique way to support the workers' personal and professional development.

### Adjusting work for warmer seasons

Working hours are adjusted based on seasonal conditions. For instance, in the United Arab Emirates, work is suspended between 12:30pm and 3:00pm from 15 June to 15 September due to high temperatures. BESIX Group sometimes extends this practice, particularly during periods of excessive humidity and temperatures. Moreover, employees on site are equipped with high-quality gear and have access to cool, well-ventilated areas for breaks, drinking water, and refreshing towels.





## Subcontractor monitoring and compliance

BESIX Group does not only focus on its own practices, but the group also requires its subcontractors and manpower suppliers to provide documentation demonstrating that they meet high standards in various areas, including living conditions and recruitment processes.

BESIX Group requires them to sign a code of conduct which obliges them to respect the group's standards and allows audits to be carried out in their facilities. When breaches are found, the priority is to help them improve and to find solutions. In the event of unwillingness or blatant breach of standards on behalf of subcontractors, a range of provisions, which local laws allow, provide for financial penalties or even outright termination of the contract.

In 2023, client-appointed auditors conducted 42 audits on BESIX Middle East's offices and living facilities in the UAE and Qatar. Subsequently, BESIX Middle East conducted 89 audits on subcontractors. The Guggenheim Museum, the Zayed National Museum in Abu Dhabi, and the Lusail Towers in Qatar demonstrated the company's commitment to achieving the highest welfare standards.

The systematic screening and guidance provided by the company's Welfare team has resulted in significant improvements welcomed by both subcontractor management teams, as well as their workforce.

## Permanent social dialogue with workers' representatives

BESIX Middle East initiated its own Workers Welfare Committee. The committee is composed of seven worker representatives, elected by their colleagues for two years. It constitutes a permanent body with direct access to the BESIX Middle East Welfare team and People department. This allows any grievance to be raised and reviewed without delay. Quarterly meetings are also held with management during which all topics and issues can be raised and discussed in full transparency.

This approach ensures that the voice of its workers reaches the appropriate person, through the right channel, and encourages them to be actively involved in the decision-making of worker welfare topics. Any issues raised are addressed on time and reviewed with the representatives at each meeting to agree on the resolution of each item.

## Gold Impact Seal recognition

In July 2023, BESIX Middle East was awarded the prestigious Gold Impact Seal by the National CSR Fund, for its alignment with the principles of sustainable impact, ESG (Environmental, Social, and Governance), and SDGs (Sustainable Development Goals).

The Impact Seal is the official federal certification that certifies, measures, and rewards entities in the UAE with leading sustainable impact practices aligned with environmental, societal, and governance criteria, the UN Sustainable Development Goals, and national priorities. The Gold Impact Seal specifically underscores BESIX's comprehensive CSR and Sustainability direction and the dedication of resources for CSR and Sustainability activities in the UAE.

