



CSR REPORT 2019-20

FOCUS AREA

**BUSINESS ETHICS**



8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



CSR REPORT

**Jan De Nul aims to maintain and strengthen its position as a global player by managing its activities, as a responsible and reliable company. We, therefore, attach great importance to compliance and integrity. We maintain the highest possible standards, in line with all applicable laws and guidelines, and invest heavily in a culture in which ethical behaviour and compliance are central.**

## ORGANISATION

To foster that culture, we have compiled a set of behavioural rules in our Code of Conduct, which is available to every employee and business partner. The Board of Directors of Jan De Nul Group has ratified this Code of Conduct. We expect all our employees and business partners, regardless of their role, to use this Code of Conduct as a guide for their contribution to our business.

This Code of Conduct results in new or adjusted new policies and procedures within our various divisions and departments. The focus group 'Business Ethics', led by the JDN Compliance Officer, takes the lead, together with local Compliance Officers, in the further development, monitoring and implementation of our compliance programme.

## PROGRESS

- Every employee within Jan De Nul Group receives training, including a comprehensive and widely accessible e-learning module from our JDN Academy about our Code of Conduct. The online module went live in December 2020 and will be rolled out further in 2021.
- We also include our requirements and clauses that unambiguously inform them about our Code of Conduct in all our contracts with business partners.
- In 2020, we approved and launched the Supplier Code of Conduct.
- The Code of Conduct is part of a comprehensive compliance programme at Group level. This programme has been developed on the basis of a risk assessment that was made for the whole group. We adapt this compliance programme in each country to local legislation and specific risks, resulting in a tailor-made compliance programme for each country and project that is rolled out step by step.

