



## Because your voice matters

Dear colleagues,

The 3<sup>rd</sup> BESIX Engagement Survey will be launched on 14 May and will remain open until 8 June 2018.

If you are wondering why bother filling yet again our survey, you can't be blamed. It is true that your opinion is frequently solicited. And it is also true that implementing corrective actions isn't done in a month or even a year. It takes determination, hard work... and patience.

Let's look back at the results from the 2 previous surveys of 2012 & 2015: weaknesses were pointed out in areas like Well-being, Work-life balance and Communication. And let's have a look at the improvements that were made with your contribution:

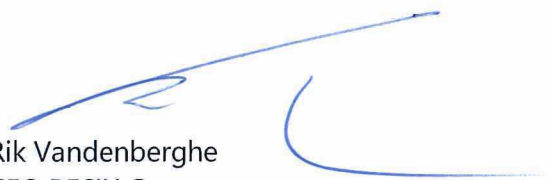
- The Respect campaign was launched in 2013 and confirmed as a key value in BESIX Forward;
- A Resilience campaign started last year and trainings around burn-out prevention are still ongoing throughout the Group;
- A brand new corporate website ([www.besix.com](http://www.besix.com)) has been launched, as well as gradually several websites from other entities ([www.besixinfra.com](http://www.besixinfra.com), [www.sixconstruct.com](http://www.sixconstruct.com), [www.besix.nl](http://www.besix.nl), [www.jacquesdelens.be](http://www.jacquesdelens.be), etc.) with many others still planned in 2018;
- Teleworking and homeworking have been introduced in several entities.

Do you care to see more continuous improvement? Then take time to share your opinion! The higher the participation, the more precise the results will reflect the reality you and your colleagues are experiencing, the more actionable the action plans will be.

On 14 May, you will receive an email invitation from the external provider in charge of conducting the survey (iNostix). By clicking the link, you will automatically access the electronic survey. Your input will help all of us move FORWARD to become a GREAT PLACE TO WORK.

I personally promise you that together with my management team, we will review the results and sincerely take into consideration your viewpoint.

Still struggling with some questions? Consult the enclosed Q&A.  
Thank you for your active participation.

  
Rik Vandenberghe  
CEO BESIX Group