



CSR REPORT 2019-20.

FOCUS AREA DIVERSITY AND RESPECT



CSR REPORT

More than 6,500 people work for Jan De Nul Group and we take care of each and every one of them, regardless of their origin, religion, gender, age, sexual orientation or political conviction. Respect is one of our four corporate values that guide us in our daily work. Diversity among our personnel contributes to a positive and dynamic work environment and to achieving excellent results together.

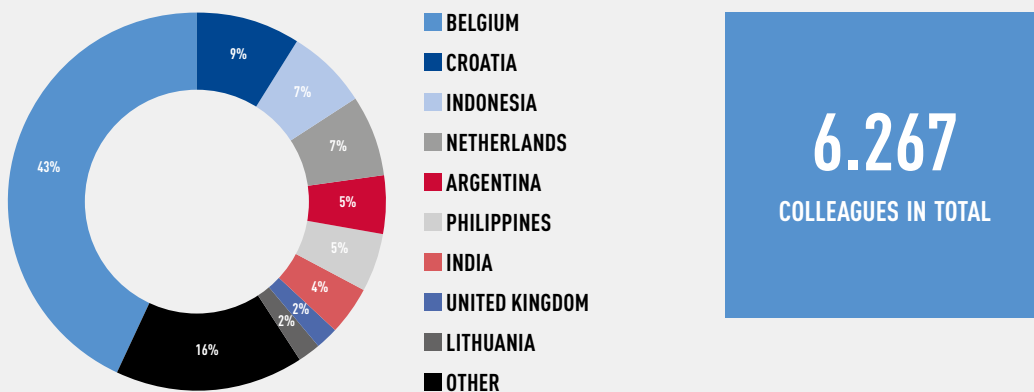
ORGANISATION

The HR department ensures compliance with existing guidelines and standards. It proactively raises awareness and commitment with regard to creating a respectful and diverse work environment.

PROGRESS

- At Jan De Nul Group, we have a transparent recruitment and career guidance policy based on equal opportunities.
- Non-discriminatory behaviour is a priority for us and is part of various policies and business processes.
- We encourage every employee to report discriminatory behaviour and inform them about the possibilities through different channels.
- In line with Belgian legislation, we organise consultations through the works council in which employees and union members are represented. The works council informs on economic and financial aspects, but is also consulted for labour- and HR-related matters. The works council is composed of both elected employees and representatives of the employer.
- We pursue a positive and connecting communication in internal and external newsletters to create awareness and commitment among our employees. We use the company's internal and external communication channels for this purpose.

NATIONALITIES



WOMEN-MEN BY CATEGORY

