



Statement of Business Principles

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Introduction and Objectives

The purpose of this Statement of Business Principles is to provide direction to our employees in the execution of their day-to-day activities. The Statement is intended to serve as an important guideline and assist in our adherence to uncompromising standards of business ethics and integrity.

Through the core competencies of buildings, infrastructures and industrial projects Julius Berger Nigeria Plc is committed to efficiently, responsibly and profitably engage in the Nigerian construction industry through delivery of services to customers in the public and private sector, yielding innovative and economic solutions of superior standing.

Julius Berger Nigeria Plc supports an increasing trend in the industry that expects more of a company than simply delivering a product. As a successful multidiscipline company, we are proud of our ability to provide enhanced services throughout all project phases, including design, engineering, procurement and construction as well as commissioning, operation and facility services.

Julius Berger Nigeria Plc continually seeks to improve its business processes and strives to maintain its reputation as an indigenous benchmark for National Excellence in the industry. On time delivery, quality, reliability, integrity in conducting our business, and high standards in all of our operations are hallmarks of our corporate philosophy and commitment.

Julius Berger Nigeria Plc is very conscious that ethical standards apply not only to the professional services provided, but also the way we run our business. The Business principles, built on our vision and core values, form the codes of conduct for pursuing our business activities on a day-to-day basis. Our core values are: ethical and lawful conduct, trust, mutual respect and integrity.

The Business Principles apply to all our activities and areas of our corporate responsibilities. They describe the behaviour expected of every employee and contractors that work with us.

Responsibilities

Our Clients

The economic fulfilment of our client's legitimate needs is the basis of our business success. Superior state of the art know-how and experience is the basis to consistently be able to deliver high value products and service excellence. Through continual enhancement of customer satisfaction we aim to build and maintain sustained long-term business relationships based on a spirit of partnership.

Our Staff

The success of our business depends on the full commitment and loyalty of all staff. We respect the human rights of all staff and are committed to provide them with a safe and healthy workplace and competitive terms of conditions. Competent employees are capable employees. They know how to do what needs to be done and they have the skill and knowledge to do it. We encourage the development of employee's knowledge and skills to enable them to act within prescribed limits. We encourage involvement of employees in the planning and direction of their work.

Our Shareholders

We have the fiduciary responsibility to protect shareholders' investments and provide an acceptable return that rewards their financial commitment.

Those with whom we do business with

We seek mutually beneficial and long-term relationships with our suppliers and sub-contractors and partners. We believe that the capability to consistently comply with our business principles effectively is an important factor for a sustained relationship with our partners. We require our business partners to abide by our principles.

Society

We are committed to conduct our business in a socially responsible manner, with due regard for local customs and observing the laws of Nigeria.

Environment

We are very conscious on environmental issues and take serious our responsibility to conduct our operations with proper regard for the environment.

Business principles

Economic Principles

Economic success is essential to enable us abide by our principles and discharge our responsibilities.

Profitability is a measure both of our efficiency and the value that our client's put on our services.

It is essential to support the allocation of the necessary resources and the investment required to develop our skills and technology to meet client's needs.

Business integrity

We insist on honesty, integrity and fairness in all aspects of our business and expect the same of all those with whom we do business

- Julius Berger Nigeria Plc staff members are required to comply with the applicable laws in Nigeria and any other country where they are working.
- Direct or indirect offer, payment, soliciting and acceptance of bribes in any form are unacceptable practices. No employee may offer, give or receive any gift or payment, which is, or may be construed as, a bribe.
- Employees must avoid conflicts of interest between their personal activities and the business of Julius Berger Nigeria Plc.
- All business transactions on behalf of Julius Berger Nigeria Plc must be reflected accurately and full records must be made. Supporting documents must accurately describe and reflect the nature of the underlying transactions.

Political activities

We do not make payments to political parties, organizations or their representatives or take part in party politics.

When dealing with government and authorities we make our position known in any matter that affects our business, the employees, our clients and our shareholders.

Health, Safety and Environment

We have a systematic approach to health, safety and environment management in order to achieve continual performance improvement. To this end we manage these matters as any other critical business activity, we set objectives, we measure and appraise achievement and report performance.

Social responsibilities and communities

We aim to act in a socially responsible manner, analytically considering the impact on others of everything we do and how it impacts those around us. We will act within the laws and respect customs and traditions of country and the communities in which we carry out our business, and contribute in a responsible manner to the society.

Opportunities for involvement in societal matters are appraised and attended to, depending on the occasion and the society concerned. As an indigenous company, Julius Berger Nigeria Plc promotes the proactive development of Nigeria Content within the economy.

Competition

Julius Berger Nigeria Plc supports free competition. All business partners shall have the same opportunity to provide services and supply materials provided that reliability and quality of service is assured.

Julius Berger Nigeria Plc seeks to compete fairly and ethically within the applicable laws and will not prevent others from competing freely with us.

Communication

We recognize the importance of access and availability of comprehensive information for our employees and parties doing business with us. We are committed to ensure communication on relevant information to legitimately interested parties, subject to any overriding consideration of business confidentiality and cost.



Dr. Lars Richter
Managing Director