



Code of Conduct
for Subcontractors
and Suppliers

Code of Conduct for Subcontractors and Suppliers

Julius Berger Nigeria Plc (JBN) is bound by the principles of ethical behaviour, integrity and compliance. Adherence to the Code of Conduct and Statement of Business Principles of JBN as well as the principles of the United Nations Global Compact Initiative (Global Compact Initiative) is mandatory for all JBN employees.

Also from its subcontractors and suppliers, JBN expects integrity and ethical, law-abiding behaviour in line with the Global Compact Initiative and the minimum standards set out below.

Counteracting Corruption

Subcontractors and suppliers actively and consistently counteract criminal or unethical influence on decisions taken by JBN or other companies and institutions and fight corruptibility within their own companies.

Counteracting Bid Rigging

Subcontractors and suppliers do not participate in anti-competitive bid rigging and take action against illegal cartels.

Counteracting Illegal Employment

Subcontractors and suppliers comply with the applicable legal requirements and effectively eliminate illegal employment.

Respect for the Fundamental Rights of Employees

Subcontractors and suppliers respect the health, safety and personal rights of their employees and adhere to the principles of respect, fairness and non-discrimination. They employ and remunerate their employees on the basis of fair and compliant contracts. They maintain international minimum labour standards.

Respect for the Environment

Subcontractors and suppliers observe relevant legal environmental standards and minimise environmental pollution.

JBN requests from its subcontractors and suppliers that they require their own subcontractors and suppliers also to comply with the principles of the Global Compact Initiative and the minimum standards of this Code of Conduct for Subcontractors and Suppliers (Flow Down).

Subcontractors and suppliers of JBN are required to report their own violations of this Code of Conduct for Subcontractors and Suppliers, insofar as these affect their business relations with JBN. They are also asked to report any knowledge of misconduct on the part of JBN employees.

Disclosure

In order to maintain transparency, this policy is to be publicized in the internal communications of the Company and the website in a manner consistent with its disclosure policy.

Contact Person

Mr. Poul Nielsen
Chief Compliance Officer
Telephone: +234 803 906 7000

Subcontractors and suppliers are required to actively resolve any suspicious cases and to cooperate unconditionally with JBN in this regard.

If there are reasonable grounds to believe that a subcontractor or supplier has violated this Code of Conduct for Subcontractors and Suppliers or if a subcontractors and supplier, when a suspicious case arises, fails to sufficiently meet his obligations to resolve the case and to cooperate, JBN, on the basis of existing contractual or legal rights, can end all business relations with the subcontractor or supplier with immediate effect. In the event of a violation of this Code of Conduct for Subcontractors and Suppliers, JBN retains the right to initiate further legal measures, particularly damage claims.

JBN, from time to time, can appropriately update this Code of Conduct for Subcontractors and Suppliers and expects that its subcontractors and suppliers accept any such changes.