



ESG POLICIES



Policies

ESG Topic	DEME Policy	Objectives	Scope	Accountable senior management	Reference to third party standards	Available to stakeholders
All ESG topics						
	Sustainability Policy	To summarise DEME's commitments to environmental, social and governance practices.	DEME Employees	Chief Executive Officer	ISO9001; ISO14001; ISO45001; ISO50001; CO ₂ Performance Ladder	-
GHG Emissions and Energy efficiency						
	Energy & Greenhouse Gas Policy	To explain what we aim for in terms of greenhouse gas emissions reduction and energy efficiency and how we intend to achieve our targets.	DEME Employees	Chief Executive Officer	ISO14001; ISO14064-1; ISO50001; CO ₂ performance ladder	-
Safety						
	Quality, Health, Safety and Environment Policy	To explain the main principles to achieve a target of zero accidents and zero environmental incidents.	DEME Employees Subcontractors	Strategic Operations Director	ISO9001; ISO14001; ISO45001; ISO50001; SCC; ISM Code; ISPS Code; Safety Culture Ladder	-
	Drugs and Alcohol Policy	To explain the expectations from DEME employees and subcontractors with regards to drugs and alcohol. There is a zero-tolerance policy which means the use of alcohol or drugs is forbidden during working hours. Working hours are defined as: the hours included in the working schedules (+ any overtime) and any time required for the commute to and from work.	DEME Employees Subcontractors	Chief Executive Officer	-	-
	Code of Ethics and Business Integrity	To establish guidelines for ethical behaviour, acting with integrity and honesty, and avoiding inappropriate behaviour, or even the appearance thereof.	DEME Employees	Chief Executive Officer	-	Available on DEME website
Responsible business conduct						
	Code of Ethics and Business Integrity	To establish guidelines for ethical behaviour, acting with integrity and honesty and avoid inappropriate behaviour, or even the appearance thereof.	DEME Employees	Chief Executive Officer	-	Available on DEME website
	Human Rights Policy	To explain the main principles, rules and values DEME sets out for its own employees and all third parties with regards to human rights aspects such as labour conditions, equal opportunities and hiring practices, child and forced labour, working hours, wages and benefits, health, safety and security, discrimination and harassment.	DEME Employees Third parties	Chief Executive Officer	-	-
	Whistleblowing Policy	To give the possibility to DEME employees and third parties to raise integrity concerns without fear of reprisal to detect potential or suspected infringements and violations of our Code, our policies & procedures and laws and regulations in general, that may otherwise go undetected and remain unremedied.	DEME Employees Third parties	Chief Executive Officer	-	Available on DEME website www.deme-group.com/sites/default/files/2023-05/Whistleblowing%20Policy%20Summary.pdf
	Code of Ethics and Business Integrity for Business partners	To establish guidelines and expectations for third parties with regards to ethical behaviour, acting with integrity and honesty and avoiding inappropriate behaviour, or even the appearance thereof.	Third parties	Chief Executive Officer	-	Available on DEME website

