



Opportunities in Sustainability

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CHALLENGES

**SOLVING FOR
SUSTAINABILITY**

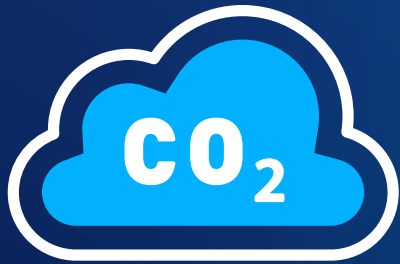
**MEETING THE
CHALLENGES**

**WHAT'S NEXT
FOR YOU?**



CHALLENGES

Construction sector challenges



CO2 emissions
and **energy**
consumption



Construction
and **demolition**
waste

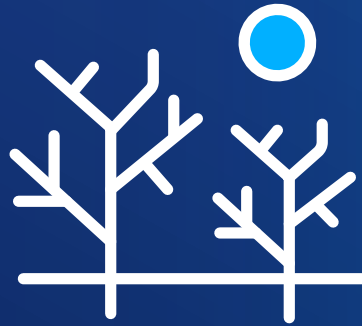


Contributing
affordable, effective
solutions for
sustainability

Challenges affecting all of us



Institutional
pressure to fulfil
**sustainability
mandates**



Raw materials
scarcity



Reducing
GHG emissions



MEETING THE CHALLENGES

Mission



Excel in creating
**sustainable
solutions**
for a better world

Sustainability Competence



Sustainability
integral to
corporate strategy



Sustainable
strategies guide
operational planning



Continuous vertical
feedback loop

Sustainability Competence



A team of
**sustainability
specialists**



Sustainability
solution engineers



CO₂ **experts**



Sustainability **purchasing
category managers**



Environmental **experts**



Developing skills



**WORKING FOR
SUSTAINABILITY**



Working for sustainability

Sustainable solutions at every phase



DESIGN

BUILD

**OPERATIONS &
MAINTENANCE**



DESIGN

Processes



**Circular
construction**



**Life Cycle Analysis
(LCA)**

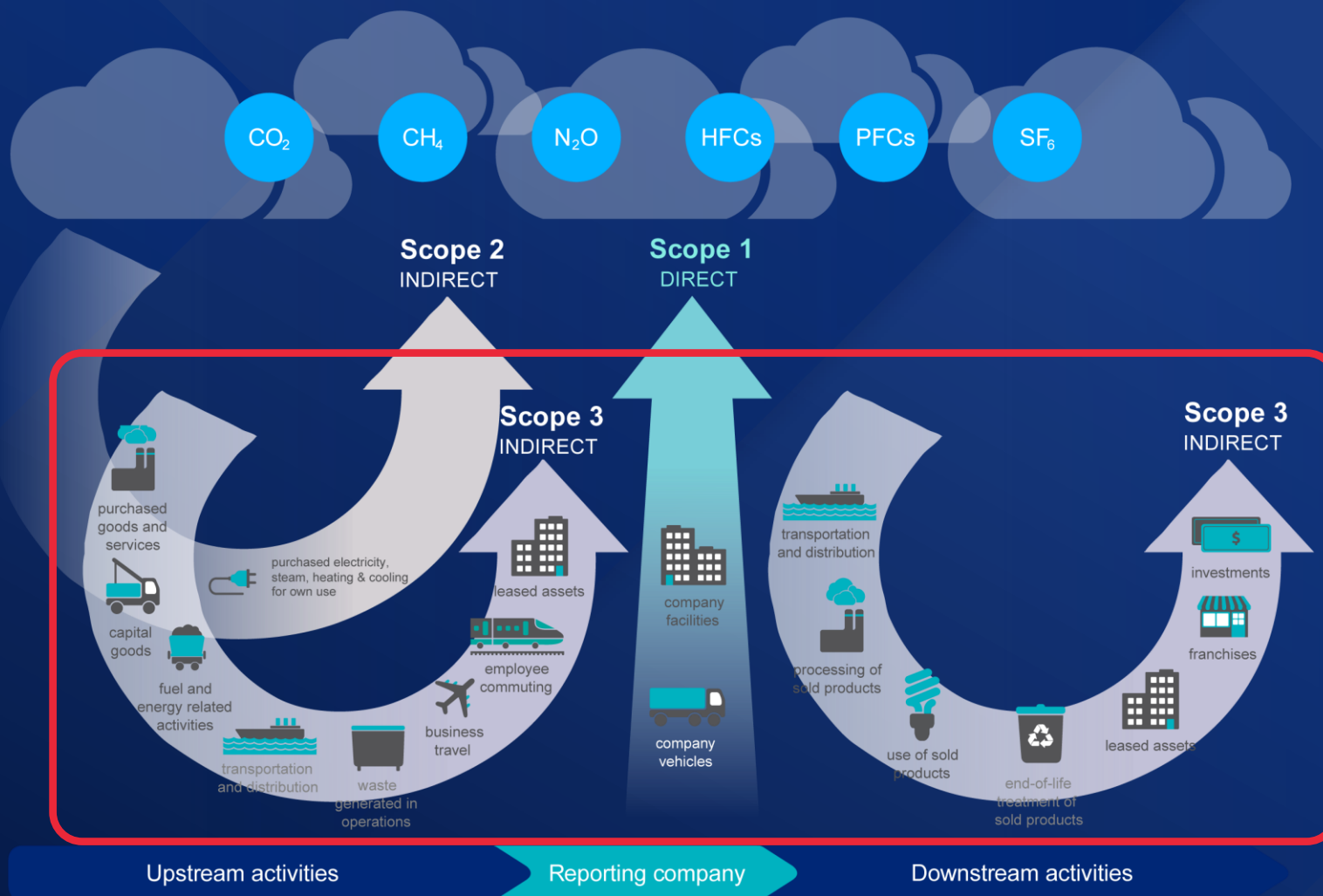


**Building Information
Management (BIM),
ISO 19650-2:2018
certified**



DESIGN

Sustainable supply chain

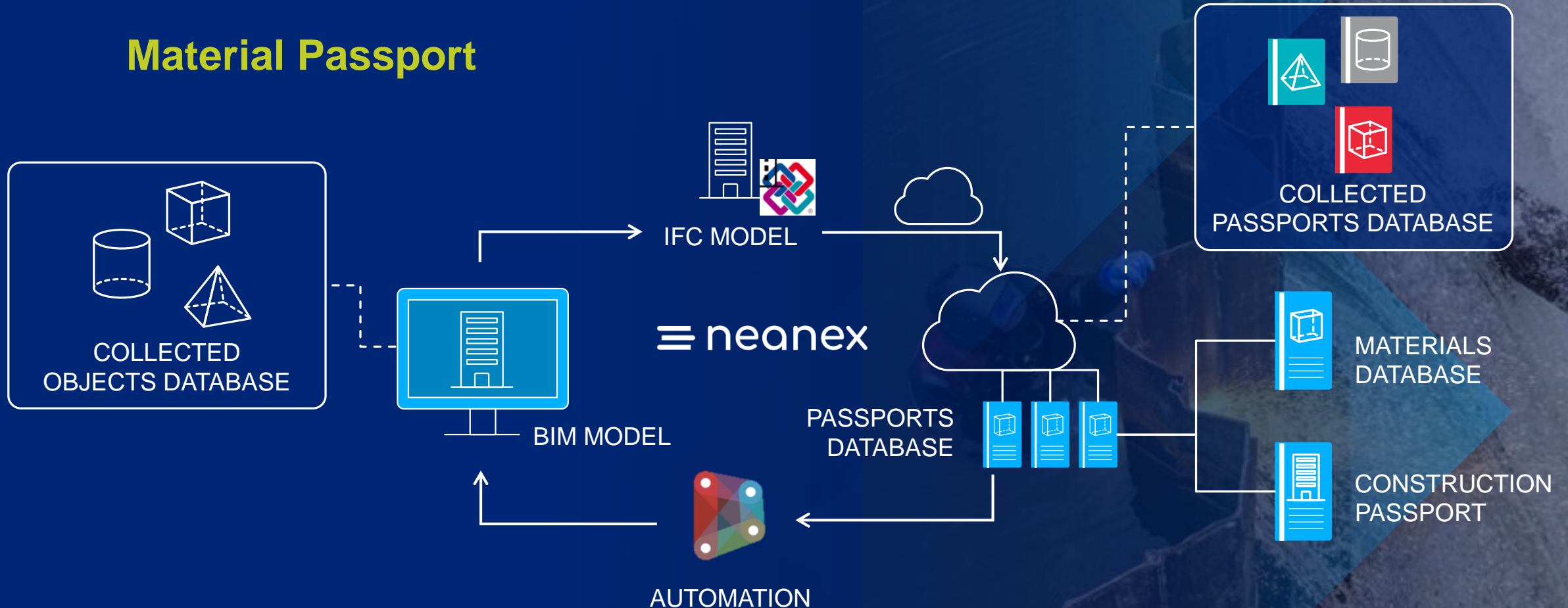


Schema: GHG protocol

DESIGN

Long-term resource circularity

Material Passport





3 D Printing BESIX HQ Dubai UAE

- The largest 3D printed concrete façade in the world.
- ✓ less concrete
- ✓ carbon footprint reduction
- ✓ more complex shape opportunities.





DESIGN

Innovative Business Models



 **aug.e**

Smart
building



 **ComTIS**

Energy-
as-a-service

 **neanex**

Data **organisation**
and **monitoring**



Build Up
modular construction



BUILD

Lowest environmental impact, best technology and quality

Broad expertise
enables **greener
operations**



Responsible supply chain



Low-impact and eco-friendly
building materials



Low-impact site installation
and construction equipment



Alternative **fuels**

Solar panels on building sites



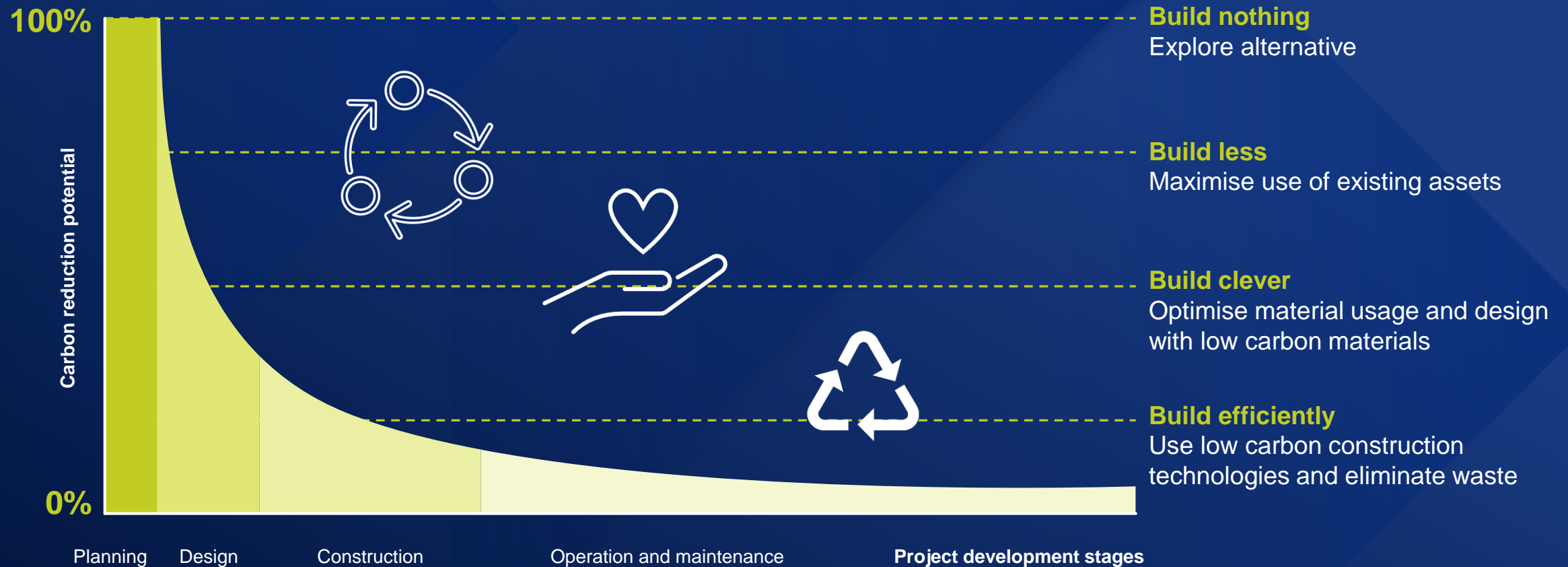


**WHAT'S
NEXT?**



Contribute to the transition
towards a **low-carbon**
& **low-waste society**

SUSTAINABLE THROUGH DESIGN





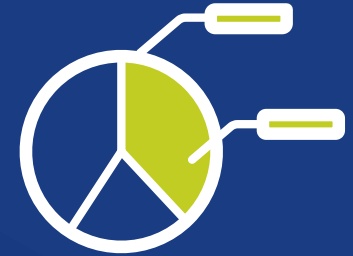
NEW EMPLOYMENT OPPORTUNITIES



Circular skills



**Digital & Connected
expertise**



Innovative **business**



NWOW employment

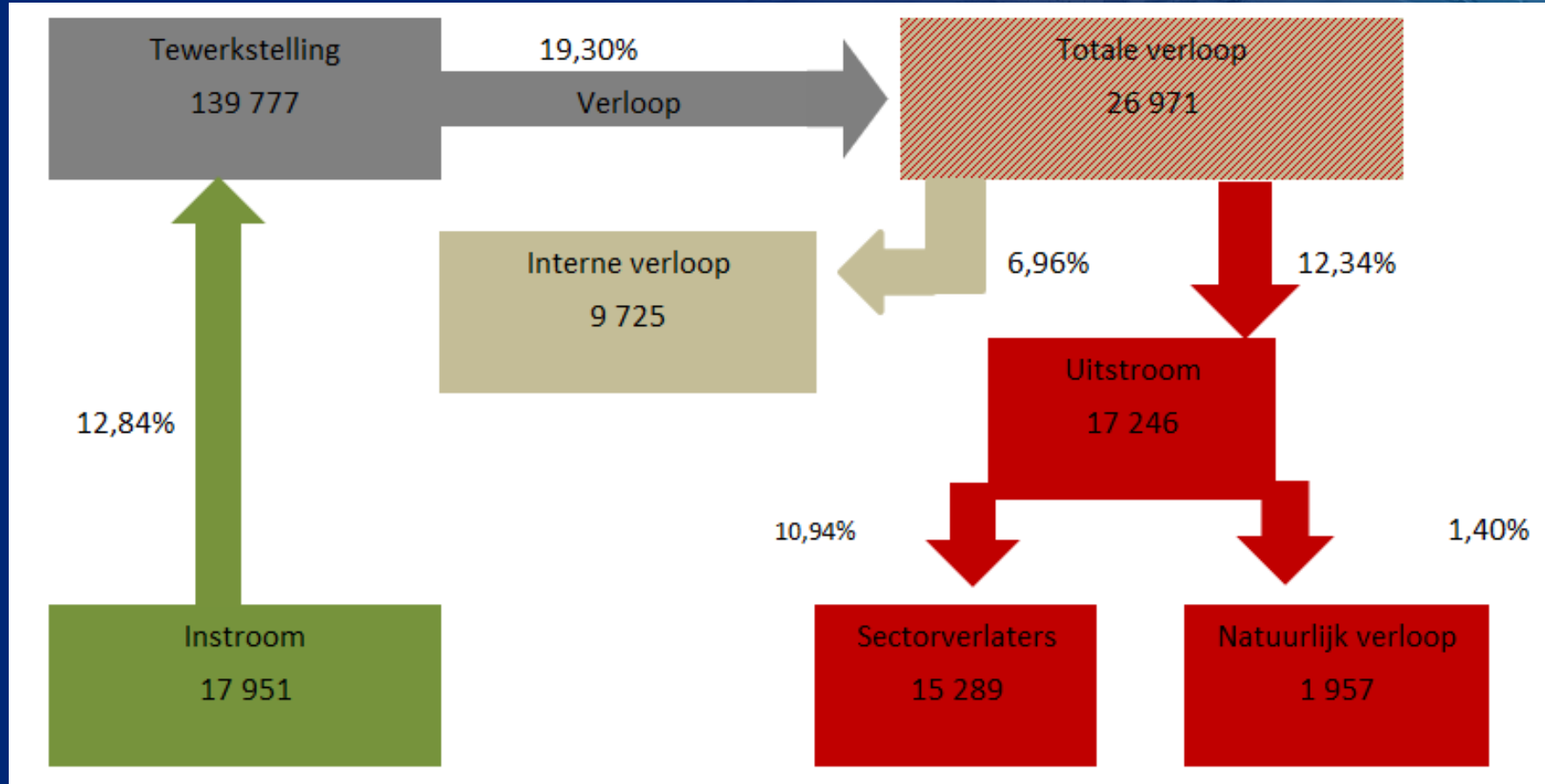


**Supply chain
turnaround**

Construction as important employer

	Flanders	Wallonië	Brussel	Total
Blue Collar	92286	46911	7691	146888
White Collar	33205	11175	4698	49078
Total	125491	58086	12389	195966

CONSTRUCTION ATTRITION



CONSTRUCTION EDUCATION

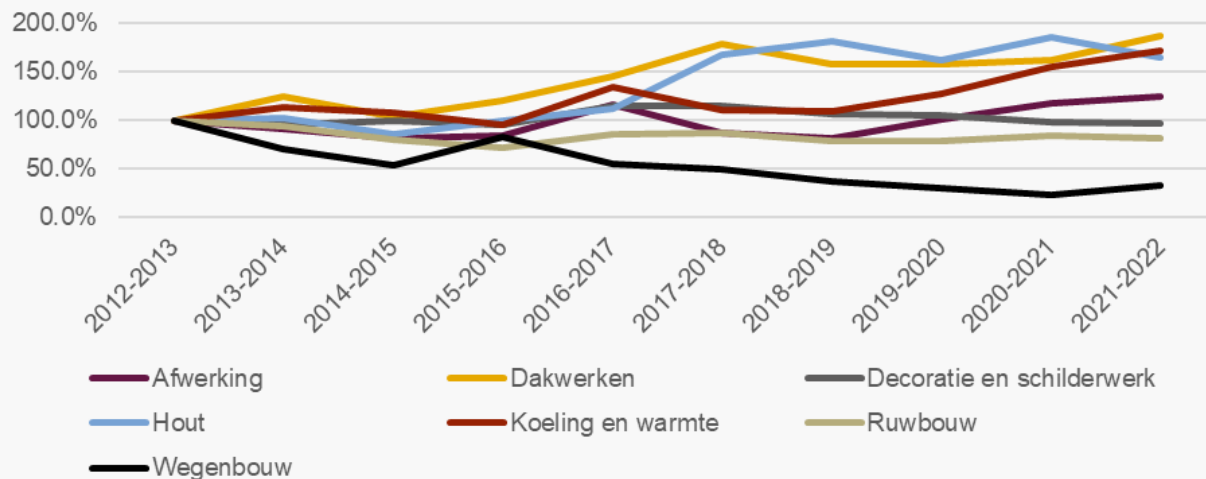


BSO & TSO	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Bruxelles	883	879	920	882	859	851	827	770	927	748
Flandre	13.376	13.099	12.904	12.758	12.164	11.787	11.232	10.817	10.968	11.179
Wallonie	7.249	7.192	7.227	7.153	6.996	6.587	6.175	5.818	5.762	5.730
Total	21.508	21.170	21.051	20.793	20.019	19.225	18.234	17.405	17.657	17.657

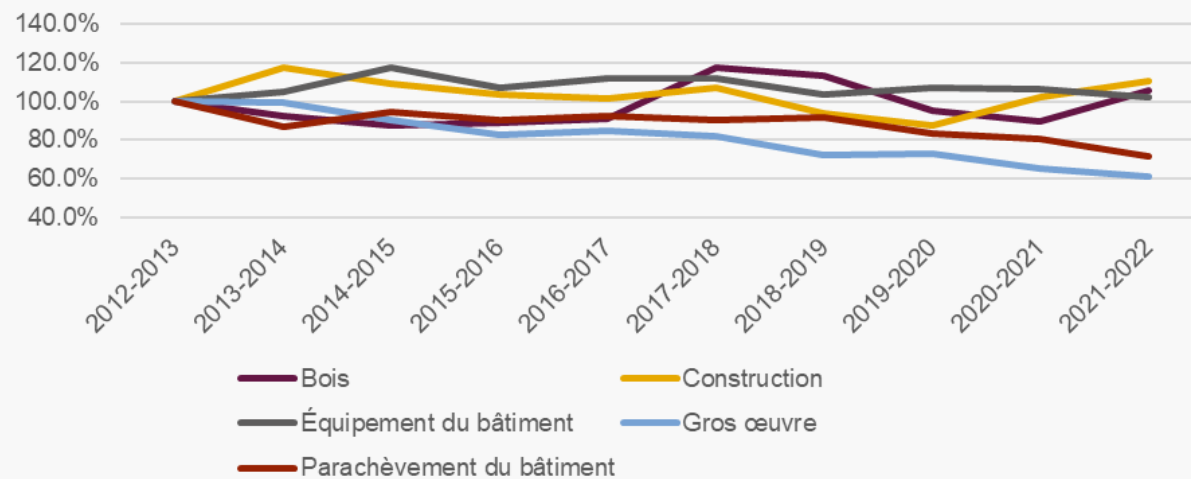
CONSTRUCTION EDUCATION



Evolutie jongeren in Duaal Leren en Leren & Werken
(Index 2012-13=100)



Evolutie jongeren in het alternerend beroepsonderwijs (index 2012-13=100)



CONSTRUCTION EDUCATION



Finishing

Technology

Structural works

COMPETENCE FUTURE



Social Skills

Communication
Feedback
Coordination
Flexibility
Planning

General Construct Skills

Safety
Waste management
Tools & Machinery
Smart devices
Building Materials

Specific Construct Skills

Wood
Insulation
Brickwork
Prefab
Foundations



**Preferred
Employer**

Growing as a Preferred Employer

Diversity & Inclusion



+80 nationalities

1 out of 2 young engineers recruited were female in 2019

9.5 years average length of service

Diversity & Inclusion policy

BETTER program

"As a First Nations Person with Torres Strait Islander and Aboriginal heritage I believe diversity brings great value to the workplace."

to be disadvantaged because of our skin colour and origin. So I was determined to show character, work hard, and deliver quality work. This reflects the attitude of my parents, who always showed a lot of resilience. I never really reflected thoroughly about this. It was just a fact and we took each day as it came.

At BESIX Group, I get a lot of support from my manager and supervisor if I need help. They take an interest in my personal life without being intrusive. They have always made it known that whatever issues arise, I can talk to them. I guess life and work at BESIX Group is more of a community than just a group of colleagues.

It's good to work together with people from different backgrounds and expertise. A lot of people at BESIX Group are very good at what they do. And there is an interesting side to working in a diverse environment: I see those little things they do differently due to their cultural background. This gets me to understand that people are different, but I have never been in a position where I was judged because of my background.

I like BESIX Group's values. I am a socially conscious person and I am pleased to work for a company that shares my values. I think that one day, I might have the opportunity to work on projects in Europe or Africa. I feel ready to discover something new.

SANTIAGO MILLS Australia

I started with BESIX in August 2019, but I didn't start on a fulltime basis immediately. I first applied for a role that I was a bit inexperienced in and I didn't get it, but I was invited to come on site to gain experience. Along the way, I got involved in quite a lot of site management aspects, and by the end of 2020, I was a fulltime BESIX employee.

Only 3% of the Australian population are Aboriginal and Torres Strait Islander peoples. Being of both heritages like myself only represents approximately 4% within this population.

For me, having a job at BESIX Group shows that there are fair opportunities for anyone, no matter what your background is. People made



CONSTRUCTION AS EMPLOYER



www.construction.be/le-emploi-que-le-secteur-de-la-construction-a-le-droit-de-bien-offrir/ - debouwkiijktverder.be

www.nousconstruisonsdemain.be/

www.construction.be/plus-que-dun-logement-dans-la-construction | More Than Building

www.constructiv.be/nl | More than building

[**https://www.constructiv.be/nl**](https://www.constructiv.be/nl)
-BE/