General Business Principles

Fugro's workforce shares the social values of reliability, integrity, transparency and respect for fellow employees and the environment. The application of these values in Fugro's business conduct creates a sense of trust in all those with interests in the company. These common values form the foundation for Fugro's General Business Principles, which applies to all operating companies. Fugro's Board of Management expects all staff to bring to their attention or to that of senior management any breach of the principles or any suspicion thereof. All Fugro employees are expected to avoid any personal activities or financial interests that may conflict with their responsibilities towards the company. Another aspect of this General Business Principles involves striving to make a continuous contribution to sustainable development. This requires Fugro to make a balanced consideration of its short- and long-term interests and the integration of social, economic and environmental considerations during the commercial decision-making process.

It is worth noting that, because of its global presence and decentralised structure, Fugro sometimes encounters friction between local regulations, or the lack thereof, and legislation and its high standards. The company is not politically engaged with regard to the desirability of project development; it provides services when they are agreed with the client, assuming that this is not in violation of local or international regulations or legislation, or its code of conduct. Fugro believes in free and fair competition based on value for money and fitness for purpose. Fugro supports free enterprise within the framework of applicable laws. Fugro wishes to do business with those who follow business principles comparable to our own.

Sponsorship and donations

As part of its principles of CSR, Fugro supports a large number of initiatives. This is often through financial contributions, but also by deploying employees. These are just some of the examples that can be listed worldwide where Fugro chooses and its employees support general social causes, such as music, art, culture and sports. In the Netherlands, Fugro contributes financially to the upkeep of the Concertgebouw (the Amsterdam Concert Hall), St. Pieterskerk in Leiden and the Hermitage in Amsterdam. Such initiatives also extend to supporting the youth division of the local football club in Leidschendam, where Fugro has its head office. Fugro is also sponsor of the national park 'De Hoge Veluwe' in order to contribute to the preservation of this unique nature reserve. Many charitable institutions worldwide are supported by Fugro and its subsidiaries. For example, employees of Fugro Norway have chosen to donate money to the Norwegian Institute for the Blind to support the training of puppies to become guide dogs for the blind. In Hong Kong, Fugro companies support the Sowers Action, a local charity that offers support to children from poor families on the mainland of China to finance their education and that pursues building safe and proper school premises. Fugro Mexico gives financial and material contributions to Centros de Integración Juvenil, an organisation for the care of drug addicts. Several subsidiaries worldwide initiate fundraising actions for organisations such as the International Red Cross to aid victims of hurricanes and earthquakes and to support national cancer institutes. Fugro and its subsidiaries also donate to local charities, local sports clubs and cultural events in order to give something back to society. Every year around 150 Fugro employees participate in the MS 150 cycling tour from Houston to Austin (about 300 kilometres). The proceeds are donated to the National Multiple Sclerosis Society. Over the past years the Fugro teams raised over USD 1 million by riding their bikes. Also smaller-scale events take place, such as the toy ride, during which toys are collected for giving to underprivileged children at Christmas.

Code of conduct

Fugro works on the principle that every employee shares overall responsibility for the company's reputation. For all staff, this means that it is not enough to just do the right things, but also how to do them in the right way. Management therefore requires all employees, at all levels of the company, to observe the Fugro General Business Principles. These rules determine the way in which Fugro's staff act towards one another and the market in general. The way how Fugro conducts its business and its attitude to its clients, partners and the environment influence its productivity and success. The General Business Principles are available to all and can also be found on Fugro's corporate website.

Health and safety policy

Providing its employees with a safe and healthy working environment is one of Fugro's highest priorities. The vision for the health and safety policy is maintained by the holding company. Fugro aims to create safe and healthy working conditions for all its employees and subcontractors.