



# Third Party Expectations

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## Business Conduct Expectations

CB&I's core values are safety, ethics and teamwork. We are strongly committed to these principles as a company, and we expect the third parties we hire to work with us to adhere to the same principles. We believe this is the right way to operate our business and that all those involved, including suppliers, subcontractors, employees, shareholders, customers and the communities where we do business, stand to benefit when these standards guide our relationships and activities. The third parties that represent their commitment to these values are the ones we prefer to build relationships with over time.

CB&I expects our third parties to have processes and policies in place to document their commitment to complying with our core values. We also expect our third parties to comply with all applicable laws that govern the work we are doing with them.

A current version of our expectations can be found on the Corporate Governance page of [www.CBI.com](http://www.CBI.com). CB&I's Code of Conduct also can be found there.



**Our expectations are  
classified by our values—  
SAFETY, ETHICS AND TEAMWORK**



# Safety



We focus on ensuring the health and safety of our employees, customers, third parties, communities and stakeholders around the world, as well as the environment in which we work. Third parties are expected to:

- Provide a safe work environment by complying with all applicable laws, industry standards and regulations, and operating in a safe manner
- Value the importance of the safety of their employees as much as we do, and to take actions to mitigate dangers in the workplace
- Comply with all environmental regulations that apply to the work they perform for CB&I
- Conduct business in a manner that is secure and safe to prevent crimes and violence against workers, and to ensure that workers are not performing work under the influence of substances that hinder their ability to safely perform work



# Ethics and Teamwork

CB&I is strongly committed to conducting our worldwide business activities in accordance with the highest ethical standards that are derived from fundamental human values such as honesty, reliability, fairness, mutual respect and trust.

**Government Contracts.** Third parties hired by us to work on government contracts for any government agency of the United States or other country shall be bound by the applicable procurement ethics and obligations for that work. This includes, but is not limited to, the Federal Acquisition Regulation Supplement (FARS), Defense Federal Acquisition Regulation Supplement (DFARS) and other regulations.

**Conflicts of Interest.** A third party and its related parties (relatives of employees or related entities) cannot receive favoritism or preferential treatment because of the third party's relationship with us. All business dealings between CB&I and third parties shall be fair, pursuant to our policies and processes, and in the best interest of CB&I. No persons shall personally benefit from a business relationship with us unless it is due to fees for services rendered. We do not approve third parties to hire subcontractors or vendors that we pay for that are related to the third party unless we approve it as being a valid and legitimate business transaction.

**Confidential Information.** Information provided to third parties to perform work for us is confidential to our business, and we expect third parties to keep such information confidential.

**Data Privacy.** CB&I expects our third parties to comply with all laws regarding the protection and handling of personal data of persons and to safeguard identifying information belonging to both CB&I employees and others.



**Gifts and Entertainment.** We do not allow third parties to provide excessive gifts or entertainment to our employees, our clients or any other person in order to benefit the third party in business with us. We do not award work based on gifts and entertainment provided to our employees, and we expect our third parties to have the same requirement. Gifts to CB&I employees should not exceed the value of \$150 U.S. dollars. Any gift or entertainment provided to CB&I employees must meet our policy requirements and should be for business-purposes only and not to gain any improper business advantage. No CB&I employee should ever receive cash or cash equivalent as a gift or in an entertainment function. No gifts or entertainment should be provided to CB&I employees at a time that the employee is in a decision-making process to award or not award work to the third party.

# Ethics and Teamwork



**Anti-Corruption.** CB&I does not engage in bribery or any other corrupt activities, either in a commercial environment or with foreign or domestic government officials, and we have the same expectation of our third parties. CB&I third parties cannot offer anything of value to anyone for inappropriate business purposes. We require third parties to comply with all applicable laws related to corruption, bribery, fraud and kickbacks.

**Prohibited Entities.** CB&I expects our third parties to be fully knowledgeable about the work they do for us. They also must have performed sufficient reviews and due diligence to ensure they are not working with any entities that have been identified by a government agency as prohibited from doing business with our company, or which are subject to sanctions or other restrictions.

**Trade Laws.** Our third parties are expected to know and comply with all applicable laws related to trade, including but not limited to laws related to import/export, anti-boycott reporting, international sanctions and money laundering.

It is our policy to comply with the applicable employment laws in every jurisdiction in which we work.

**Human Rights.** We perform our business while respecting and honoring individuals and their human rights. We also comply with all laws and applicable principles pertaining to human rights, including but not limited to the United Nations Universal Declaration of Human Rights, the ILO core conventions/Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. We expect our third parties to do the same. Third parties may not:

- Engage in slavery, indentured servitude, forced labor or human trafficking of any kind. People doing work for CB&I, either directly or indirectly, must do so voluntarily and without coercion of any kind.
- Impose unreasonable restrictions on a worker's right to leave work or terminate employment
- Engage in harsh or inhumane treatment against any individuals and must comply with all applicable laws about the treatment of workers. Third parties are expected to ensure that their own third parties comply with this expectation.
  - Engage in child labor and unfair wage payments or fail to pay wages earned

**Friendly Workplace.** CB&I expects our third parties to maintain a legal and professional work environment for their employees that is free from illegal harassment, discrimination or retaliation.





CB&I reserves the right to change these expectations at any time. The most current version of these expectations can be found on our website, [www.CBI.com](http://www.CBI.com). All third parties should be familiar with these expectations and should check them regularly. CB&I expects our third parties will require the same ethical and legal responsibilities with their vendors that are hired for CB&I work.

CB&I reserves the right to question a third party about these expectations. The selection as a third party can be revoked or the status can be terminated if the expectations set forth in this document are not met or we believe they will not be met.

We encourage and ask our third parties to report any issues they see with regard to the business conducted with CB&I that is unethical, illegal or not in the spirit of our core values or Code of Conduct. Third parties can call our Ethics Line using the appropriate number below:

Location	Phone Number
United States, Canada, Caribbean	1-866-235-5687
United Kingdom	0-800-587-1047
Australia	1-800-98-7713
Colombia	01-800-5-1-81120
Netherlands	0-800-022-2493
China	Access Code 108-10 Access Code 208-888 Access Code 108-710 1-866-235-5687
Singapore	800-110-1460
Saudi	Access Code 800-10 800-844-6984
U.A.E.	Access Code 8000-021 Access Code 8000-051 Access Code 8000-061 1-866-235-5687
Venezuela	0-800-1-00-2128
Czech Republic	Access Code 00-800-222-55288 1-866-235-5687
Federal Services	1-800-461-9330
Others (call this number collect once an international operator is reached)	1-866-235-5687

CB&I is a leading provider of technology and infrastructure for the energy industry. With over 125 years of experience and the expertise of more than 40,000 employees, CB&I provides reliable solutions to our customers around the world while maintaining a relentless focus on safety and an uncompromising standard of quality. For more information, visit [www.CBI.com](http://www.CBI.com).

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