



# Training

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## Ongoing Training

We designed our Ethics & Compliance program to promote an organizational culture that encourages ethical conduct, a commitment to the Bechtel's values, and compliance with the law.

Our colleagues receive basic ethics training based on the Code of Conduct and the compliance training for the legal risks they may encounter in their daily work. Course assignments are made based on job function. All colleagues worldwide participate in the annual ethics awareness workshops - scenario-based ethics and compliance refresher training led by their managers.

We regularly measure the effectiveness of our compliance training and the annual Ethics Awareness Workshops. Colleagues are asked to respond to an online feedback survey for each completed course.

## Ethics Awareness Workshop

Our annual ethics awareness workshops are live, interactive refresher training sessions that build employee awareness of compliance risks, understanding of Bechtel's Ethics and Compliance Program resources, and competency in recognizing and resolving the kinds of ethics or compliance dilemmas employees may encounter in their daily work. These scenario-based workshops are designed to be a top-down effort, cascaded through the Bechtel global workforce by leaders who conduct the workshop with their team members.

During the workshop, the manager selects the cases that will be most relevant to the work performed by the group. Cases deal with risk areas such as anti-corruption, misuse of company or customer resources, conflicts of interest, and protecting confidential information.

In the feedback survey results from the 2019 workshop, 97% of the colleagues rated the course positive, with 80% rating it very good or excellent.

[2019 Ethics Awareness Workshop PDF](#)