

DHV Group - UN Global Compact, Communication of Progress 2008

STATEMENT

As a member of the Global Compact, the DHV Group business policies incorporate and support the ten Global Compact principles. This is made explicit in our Global Code of Business Principles, and assured through our Business Integrity Management System. The DHV Group is a company for people from people, with the sustainable development of our living environment central to our company mission.

Upholding the principles of the UN Global Compact makes a positive impact on economies, societies and eco-systems. Our view on corporate responsibility is that we are part of the global living environment and have an obligation to make a positive contribution. This is a journey. We believe that taking responsibility starts with a conviction inside; looking to our own behavior and finding opportunities within the projects that we execute. In 2008, we took steps in terms of integrity, sustainability in our projects, the impact of our own operations, and people development. In addition, we were inspired by interactions with others, through cooperation in innovation, community engagement and sustainability platforms.

We have reported on our ambitions and progress regarding Corporate Responsibility in our Annual Report 2008 (AR) and separate Corporate Responsibility Report 2008 (CR). The latter is compliant with GRI G3 guidelines at a B+ level, which includes review by an external third party. In order to reach a wider audience, we included a summary CR booklet, [Taking Corporate Responsibility](#), with the distribution of our Annual Report. All three documents are prepared under the authority of our Executive Board and explicitly state commitment to the UN Global Compact.

We invite the reader of this Communication on Progress (CoP) to refer to our Annual and Corporate Responsibility reports 2008 on www.dhv.com for more details and examples of progress we have made. From 2009 onwards, we will integrate this CoP in our CR reporting.

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Global Compact Principle	Action taken & impact achieved and/ or plans for the coming year.	Cross reference
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>2. make sure that they are not complicit in human rights abuses.</p>	<p>During 2008, we updated our DHV Group Global Code of Business Principles. Our core values of <i>integrity, respect and freedom</i> are clearly explained, including respect for the rights and dignity of individuals, as well as for the societies in which we live and work. The explanation explicitly states that our company policy does not tolerate violation of human rights. In 2009, we will roll out this updated code through-out the organization. This will include discussion sessions to ensure that the principles are understood and to encourage dialogue in the future.</p> <p>The scope of our Business Integrity Management System includes reporting and investigation of human rights abuses.</p>	<p>AR p. 15 CR p. 22</p>
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<p>The core value of <i>freedom</i> specifically includes our support for freedom of association, speech, thought and action, while recognizing the business framework in which the Group operates.</p> <p>In the Netherlands, where approximately 43% of our employee population is based, there is a legal requirement to have a Works Council. This council actively engages with management on policies and is currently investigating expanding to include an international component.</p>	<p>CR p. 22</p>
<p>4. the elimination of all forms of forced and compulsory labour;</p> <p>5.the effective abolition of child labour; and</p>	<p>The Global Code of Business Principles specifically states that our company policy upholds the international conventions of labor standards, including those on child and forced labor.</p>	<p>CR pp. 22-23, 31</p>
<p>6. the elimination of discrimination in respect of employment and occupation.</p>	<p>Our company policy does not tolerate discrimination. The majority of our staff is also covered by a formal program against discrimination. We believe diversity in staff promotes innovation and more comprehensive solutions. Our diversity encompasses differences in nationalities, ethnic background, gender, language, age and experience. In 2008 DHV joined the Talent to the Top Charter, which focuses on increasing the percentage of women in top management. We intend to use learning from this to increase overall diversity.</p> <p>Recruitment, promotion and remuneration are performance related and measured against objective criteria. In 2008 we began a move to more flexible performance-based remuneration in Asia, South Africa and the Netherlands. In 2009 we will increase the focus on structured performance appraisals throughout the organization.</p>	<p>AR p. 15 CR pp. 22, 30-31, 37</p>
<p>7. Businesses should support a precautionary approach to</p>	<p>We actively promote taking a precautionary approach to environmental challenges in our projects in cooperation with our clients. In 2008, we developed a simple tool for our project teams to help trigger</p>	<p>CR p. 14</p>

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<p>environmental challenges;</p> <p>8. undertake initiatives to promote greater environmental responsibility; and</p>	<p>and capture potential added value in terms of people, planet and profit. This is part of a larger effort to learn by sharing successes and training on sustainability principles.</p> <p>In our own operations, we have increased focus on environmental aspects and took steps to adapt our mobility and procurement policies.</p> <p>In order to stimulate collaboration we co-sponsor platforms such as the Dutch National Sustainability Congress, the Green Building Festival in Toronto, and round table discussions on topics such as urban planning. DHV Group company NACO is working together with the Global Reporting Initiative (GRI) to develop a reporting framework regarding environmental, economical and social performance in the airport sector.</p> <p>In 2009 a number of our sustainability professionals will receive training by EPEA to become authorized C2C consultants.</p>	<p>AR p. 15 CR p. 9</p> <p>AR pp. 14 - 15</p>
<p>9. encourage the development and diffusion of environmentally friendly technologies.</p>	<p>We view the development of environmentally friendly technologies as a way of differentiation. Innovations, in e.g. buildings and water treatment sectors realize lower material and energy requirements. Together with research institutions and industry initiatives, we translate such pilot technologies into commercial applications. Examples in 2008 include pilots for step change water treatment technology. Through our projects we are active in knowledge transfer and capacity building among colleagues, clients and community stakeholders. Several examples are documented in our annual and CR reports.</p>	<p>AR pp. 13,20 CR p. 29</p> <p>AR pp. 3, 34</p>
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>The DHV Group has a zero tolerance policy toward corruption, bribery, collusion, extortion, fraud and other forms of improper actions for corporate or personal financial gain. This also applies to actions by our business partners.</p> <p>In 2008, we conducted a review of our Business Integrity Management System (BIMS) and enhanced it with a Project Integrity Risk Indicator (PIRI) and standard wording for clients and partner integrity clauses. PIRI takes into account, among others, the Transparency International Corruption Perceptions Index and the World Bank's Ease of Doing Business Ranking.</p> <p>In 2009 we will include external audit of BIMS and a confidential external channel for whistleblower reporting.</p>	<p>AR p. 15</p> <p>CR pp. 30-32</p>