

design

commitment

initiative

environment

education

awareness

energy



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Policy statement

Witteveen+Bos provides engineering solutions that shape the societies we work in. Therefore, the company has a responsibility to do the 'right thing'. Strategic choices we make have a significant impact on the social, environmental and economic well-being of the areas in which we operate. It is our responsibility to constantly discuss what is the 'right thing' in a given context, based on common sense and professional expertise. This calls for a constant process of balancing reliable solutions and proven technologies with a focus on technical and societal innovations. Many technical innovations for sustainable development are ready for implementation. The challenge now is to overcome the barriers for implementation of these innovations.

Witteveen+Bos set long-term targets for carbon emission reduction in 2010, extended its existing environmental management system and drafted an energy efficiency programme. We achieved a 9.5 % reduction in the per capita CO₂ emissions in 2010, compared to 2007. In 2020 we want to achieve an emission reduction of 30 % per capita in comparison with the 2007 level. Promotion of the Witteveen+Bos sustainable design principles led to the development of carbon-friendly design alternatives.

Four Witteveen+Bos consultants are now certified Cradle to Cradle® consultants. This has helped us embed CSR principles in products and services. Based on this philosophy, Witteveen+Bos developed the Factory of the Future, in cooperation with Akzo Nobel and DSM. This is a conceptual production environment based on sustainable principles, in terms of people (equity), planet (ecology) and profit (economy), for the total value chain. The virtual facility closes the biological and technological cycles of a product and its manufacturing as much as possible. Saxion Hogeschool launched an Honours Programme with the Utrecht University, Witteveen+Bos and other companies in September 2010, aimed at applying and further developing this concept.

In 2011 we will continue to work on four priorities. Our main focus will be to further roll out our sustainable design principles, to implement the Cradle to Cradle® design philosophy, to develop concepts that overcome the barriers for implementation of technical innovations and to achieve emission reduction through CO₂ friendly design.

This Corporate Social Responsibility Report is based on GRI (Global Reporting Initiative) guidelines. For this report, we have used the GRI G3 matrix to achieve GRI level B. In 2011 we will continue to endorse and implement the United Nations Global Compact principles.

This integrated sustainability report covers the period from 1 January 2010 to 31 December 2010 and is based on a balance of economic, environmental and social performance.

H.A.A.M. Webers
Managing Director

H.E. Nieboer
Director

Company profile

Witteveen+Bos is a company based in the Netherlands that provides consultancy and engineering services for projects in the fields of infrastructure, water, the environment, spatial development and construction. We adopt a multidisciplinary approach to all our projects. This means that specialists from various disciplines work together to solve complex problems. We count governmental, commercial and industrial organisations among our clients, including various types of joint ventures and public-private partnerships. We serve our clients from eight offices in the Netherlands and five international offices.

Partnership is a keyword for our employees, which applies both to their relationship with our clients and with Witteveen+Bos itself. Personal development is also a significant priority because our work constantly demands new expertise. Accountability to our clients is important to us. Witteveen+Bos is an employee-owned company; the interests of shareholders and employees are aligned.

... Mission

Witteveen+Bos offers its clients value-added consultancy and top-quality designs for water, infrastructure, construction, spatial development and environmental projects. We deliver reliable and sustainable solutions built on the knowledge, experience, intellect and social insight of our employees. At Witteveen+Bos we provide an exciting and inspiring working environment from which we tackle the fascinating challenges of the present and future. Professionalism, respect and integrity are our core values.

... Vision

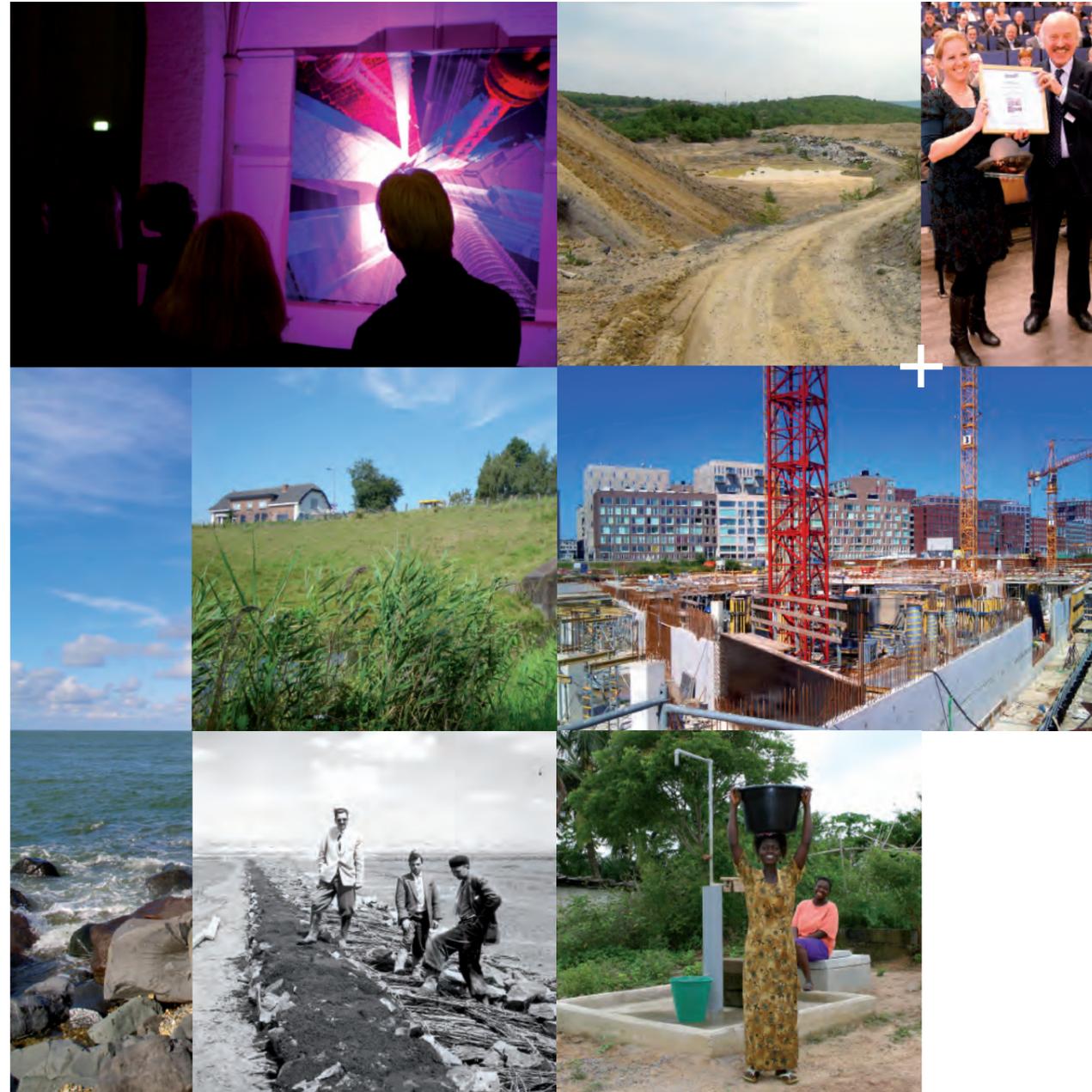
At Witteveen+Bos we are committed to being a first-rate engineering and consultancy firm. An international outlook on products, markets and the labour market is essential if we want to fulfil a leading role in our field of work. It is what makes Witteveen+Bos an attractive employer for talented personnel. A high degree of ethical awareness and action, good networks and complete flexibility are imperative.

... CSR vision

Planning, shaping and designing society in a responsible way is the core business of an engineer, balancing the consequences of his or her choices for people and society. We have elaborated basic principles that are directly linked to the principles of sustainable development. When designing, we think of 'here and now' and we create designs for people who live in contemporary society and who will directly benefit from the objects designed. We also think of 'there and later', however: We favour the use of sustainably extracted raw materials and we apply the principle of lifecycle analysis to solutions that are fit for purpose in every moment of their lifespan. We wish to pass on a better world to future generations, in which they can make their own choices. We apply the principles within the limitations of our economic practice.

... Code of Conduct

A Code of Conduct has been in force at Witteveen+Bos since 1998; this Code of Conduct contains the standards and values that are characteristic of our company and to which we are committed. In 2010 the Association of Consulting Engineers (NLengineers) established a CSR expert network that prepared a CSR Manifest for engineering companies. The Manifest was adopted by the Association. Witteveen+Bos actively contributes to the Association's CSR expert network.



... Operational structure

The Witteveen+Bos organisation is made up of 28 product-market combinations (PMCs). With its own products each PMC serves a distinct segment of the market. The PMCs work alongside each other on integral and complex projects. Our PMCs are clustered into seven divisions: Ports and hydraulic engineering, Infrastructure and construction, International, Environment, climate and energy, Spatial development and mobility, Urban development and Water. These PMCs are assisted by our support departments: Finance and administration, Personnel and organisation, Legal affairs, Quality affairs and General affairs. A Sustainability Team consisting of experts from various divisions operates within the company to assure that sustainability opportunities are seized and cross-connections are made.

... Financial highlights

Operating revenues increased by 0.7 % to € 104.5 million. Outsourced work totalled € 16.3 million. Added value rose by 5.7 % and operating income dropped by 10.0 %. Net profit came to € 12.1 million. Our net margin was 11.5 %.

Table 1: Key financial figures

	2010	2009
Turnover*	104.5	103.9
Salaries and social security payments*	49.6	47.5
Result before taxation*	17.3	18.9
Result after taxation*	12.1	13.7
Net profit margin (in % of the turnover)	11.5 %	13.2 %
Cash flow*	13.8	15.4
Total number of staff at year in FTE (consolidated)	869	815
Total turnover per FTE**	120.3	127.5
Value per share	€ 6.41	€ 6.19
Dividend per share	€ 0.98	€ 1.14
Community investment***	€ 244,000	€ 140,301

* Amounts in millions of euros. ** Amounts in thousands of euros. *** In 2010 Witteveen+Bos invested in several projects in the fields of sports, education, health, renewable energy and culture and in the Art+Technology Award. Additionally, we delivered a significant in-kind contribution to socially relevant projects.

... Workforce composition

Our workforce includes 42 % of personnel with university qualifications, 34 % have higher vocational qualifications and 24 % have intermediate vocational or administrative qualifications. The age of our workforce averages 36.7 years. The average number of years of experience is 12.7 and the average number of years of service is 8.4. The workforce consists of 26 % women and 74 % men.

... Workforce

Witteveen+Bos' average number of FTEs in 2010 was 869, excluding six employees working under on-call contracts (included in last year's accounting). In absolute numbers, the company employed 945 people at 31 December 2010, including 78 employees working at our international offices. The inflow of 98 employees confirms that we succeeded in recruiting personnel for most disciplines. At 77 persons our employee turnover was below the 10 % mark. Exit interviews are helping us analyse the reasons why people leave the company.

... Witteveen+Bos awards

The Witteveen+Bos Art+Technology Award was presented for the ninth time in 2010. The winner was media artist Geert Mul, who uses special algorithms to convert images into interactive installations. The Jaap van der Graaf Award for the best article published in English about the treatment of effluent went to Merle de Kreuk.

... Employee ownership

Since 1992, Witteveen+Bos has been a private limited company with full financial participation by its personnel. The participation system is very vital and provides an important stimulus for commitment and entrepreneurship. Participation stands at 76 %. Senior partners (20) hold 63.9 % of the shares, while partners (79) hold 22.6 % and participants (469) 13.5 %. At 1 July 2010, the internal price of the Witteveen+Bos share stood at € 6.19 (compared with € 5.65 at 1 July 2009).

... Stakeholder involvement

The employees of Witteveen+Bos are the main in-house stakeholders of the company. They provide the knowledge, creativity and experience for our products and services. At the same time, they are our shareholders. Our clients, society as a whole and the communities we work in are our external stakeholders. We listen carefully to the views of our in-house and external stakeholders. These views are reflected in our priorities. In 2010, Witteveen+Bos conducted a number of interviews among major stakeholders about the company's image. The findings of this image survey form the basis for our further focus on sustainability issues both in our business operations and in our products and services. In addition, Witteveen+Bos is maintaining contact with leading environmental NGOs to jointly achieve a CO₂ reduction in the engineering sector.

... The Works Council

The Works Council looks after the interests of all Witteveen+Bos employees. It has a maximum of thirteen members who are elected by the sectors, PMCs and staff departments. The rights and duties of the company and the Works Council are set out in the Works Council Act (WOR). In some cases, proposed policies can only be implemented if both the Board of Directors and the Works Council agree on the matter.

In 2010 the three-yearly elections for the Works Council took place. The new Works Council commenced in May 2010. The motto chosen by the new Works Council is 'Family in Transition'. Family in transition, because we (still) feel we are a family - a family in an important transition phase, among other things in terms of the (growing number of employees in relation to the organisation and ownership, the demands of clients and the retirement pension. Due to the input of the Works Council, the future retirement pension has been improved for all employees and for the employees with lower salaries in particular. Furthermore, the annual Health and Safety Report has been assessed and more attention is now being paid to health and safety. Internal communications are no longer printed on paper, but are supplied through our intranet, to protect the environment. In 2011 the Works Council wants to focus on the ownership/participation structure, further improvement of and more robust retirement pensions, improvement of communication with employees and the ageing of employees.

... Women at the top

One of the goals of Witteveen+Bos is to proactively appoint more women in management positions. The Network of Female Engineers, facilitated by Witteveen+Bos, expanded its activities focused on career development in 2010. Figures show that the number of women in key positions remained the same in 2010 compared to 2009.



... Strategic Advisory Council

The Strategic Advisory Council advises Witteveen+Bos on such matters as products, markets, strategy, policies and organisation. The members act as a sounding board for the Board of Directors. Additionally, each member of the Strategic Advisory Council identifies relevant developments in his or her network. In 2010, the Board focused on the company's image among stakeholders.

... Social commitment

Many of our employees express their commitment to society by holding key positions in professional organisations and industry associations. We are helping to build up the knowledge infrastructure in the Netherlands through our active policy on published articles. Various staff members work as part-time lecturers or professors while many students are undertaking work experience placements or completing their graduation projects within our company. We support Stichting Technasium in its efforts to make education in engineering subjects more attractive. Witteveen+Bos supports Delft University of Technology financially in its innovation campaign to align education more closely to social issues. Various innovative initiatives are under way within our company in the field of sustainable design.

... Student involvement

In 2010 Witteveen+Bos actively took part in the project 'I research water' by supporting five students in writing a paper on water-related topics. The water sector is facing a labour shortage and this shortage is expected to grow in the coming years. Therefore, the water sector is investing in attracting college and university graduates. Professionals in the water sector are supporting students in their research. Witteveen+Bos also aims to engage more women in engineering positions. In 2010 we started an engagement programme for girls in technical professions. In a one-day workshop, a group of high school girls learned about engineering, drainage, permits and planning guidance and environmental issues like odour, noise and soil. Several girls reported that technology really is more fun than they thought.

... Cultural commitment

We give substance to our commitment to culture through the annual Witteveen+Bos Art+Technology Award. Through this award we want to boost the image and standing of engineering. We sponsor several institutions and initiatives in the art and culture fields. The Art+Technology Award expresses our special appreciation of the creativity that plays a major role in the work of both engineers and artists. Awarded by a panel of independent judges and presented annually in November, the prize comprises a sum of € 15,000, the publication of a book on the award-winning artist and an exhibition.

... FIDIC and DUBO

The International Federation of Consulting Engineers (FIDIC) is the global representative of the consulting engineering industry. As such, the Federation promotes the business interests of companies supplying technology-based intellectual services for the built and the natural environment. FIDIC recognises that the services provided by the consulting engineering industry are critical to the sustainable development of society and the environment. Witteveen+Bos subscribes to the FIDIC principles. We are also listed in the DUBO register for sustainable construction.

... Network Green Consultants

Witteveen+Bos is a member of the Network Green Consultants (NGC). Companies belonging to this network specialise in ecological consultancy pertaining to spatial planning and area management. The network's mission is to improve the quality of the environment and society, keeping the interests of future generations in mind. Members of the NGC subscribe to a Code of Conduct that indicates how to provide professional, responsible, respectful and incorruptible/upright consulting services in the fields of nature and landscape.

... NLEngineers Code of Conduct

The NLEngineers Code of Conduct is a code for Dutch engineering companies and consultants. Members of NLEngineers are obliged to be independent and avoid potential conflicts of interest, to be aware of the importance of the (human) environment to society, to closely follow new developments in technology, to accept orders and perform services only if they have the professional capacity to perform the task, to respect confidentiality and to practice compliance. NLEngineers can impose sanctions if these principles are not observed.

In 2010 the Association of Consulting Engineers (NLEngineers) established a CSR expert network. This network prepared a CSR Manifest for engineering companies. The Manifest was adopted by the Association. Witteveen+Bos actively contributes to the Association's CSR expert network.

... Environmental management system

In 2010 Witteveen+Bos adopted a new environmental management system, based on cyclic principles and environmental aspects. In accordance with this management system a special Environmental Team was set up and a separate environmental report is now issued annually. In 2010 Witteveen+Bos was certified at level 3 of the ProRail CO₂ performance ladder. This implies that Witteveen+Bos achieved the following goals:

- understanding of its carbon footprint (the 2009 CO₂ emissions inventory declaration was verified by KEMA Emission Verification Services)
- reduction targets formulated in the CSR report
- transparency in internal and external communication
- participation in sector initiatives on CO₂ reduction.

... Environmental Team

The Environmental Team is responsible for the preparation, monitoring, implementation and updating of the environmental management programme. The environmental management programme consists of three parts:

- energy related to our (office) buildings
- mobility
- environmental care (waste, paper use, recycling).

... CO₂ compensation

We compensated for all CO₂ emissions from air travel in the year 2010 by contributing to the construction of a hydropower plant in India. Groenbalans issued a certificate of CO₂ compensation to Witteveen+Bos.

... Integrity Committee

The Board of Directors is responsible for the company's integrity policy and is assisted by the Integrity Committee. This Committee consists of three people, at least one of whom is a member of the statutory Board of Directors.



... Nominations and awards

Our employees individually and Witteveen+Bos as a company also regularly receive awards, such as the European 'Best of the Best' award which Witteveen+Bos received together with the Rijnland district water control board for their survey on a new purification technique for the Leiden South-West waste water treatment plant. The concept B-shore won the second prize of the Vernufteling contest in 2010. As a fast-growing company we received a certificate for our 121st place in 'Europe's 500 Top Growth Companies 2010'. The education course 'Pioneers in Construction' (Baanbrekers in de Bouw) initiated by Witteveen+Bos won the 2010 Impact-Audience-Award, an annual prize for initiatives with the greatest impact in the practical field.

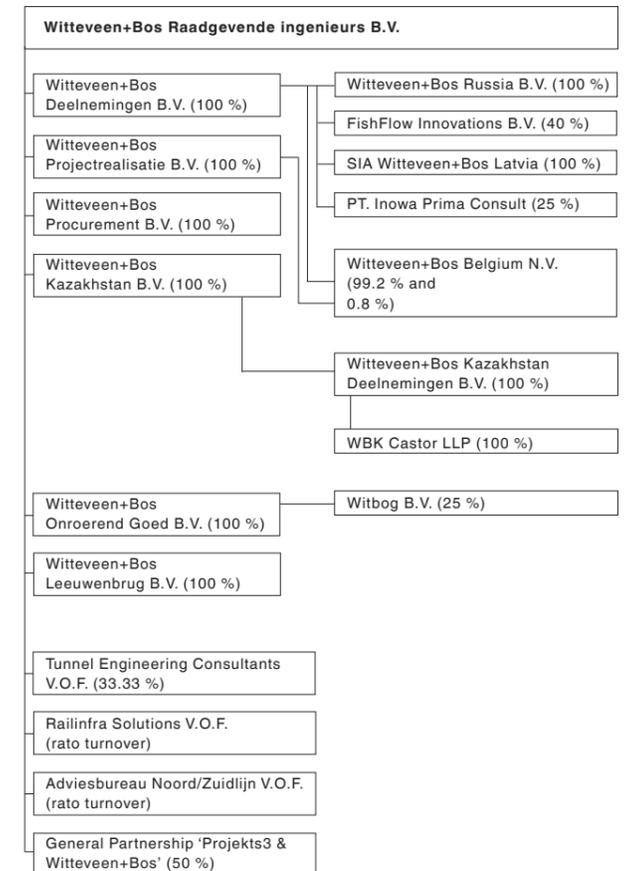
... Strategic policy-making

Every year we focus on a selected number of topics and themes which are of special importance to our business and society. These annual policy priorities are selected in a joint process and assigned to responsible persons. In 2010 the priority topics included CSR and sustainable cities.

... Operational structure

Our operational structure, including main divisions, operating companies, subsidiaries and joint ventures is as follows:

Figure 1: Operational structure



Key figures

Witteveen+Bos reports on performance indicators that relate to the Performance Indicators outlined in the Global Reporting Initiative (GRI) G3 sustainability reporting guidelines.

... Economic

The financial highlights of Witteveen+Bos are listed in the chapter 'Company profile' on page 5.

... Environment

Environmental protection means more than just complying with legislation and official regulations. In terms of sustainability, it is a management issue. We carefully manage our impacts at all stages, from business operations to the impact of our designs. To ensure a systematic approach in our business operations, we apply an environmental management system based on international guidelines and standards, including the monitoring of our performance. To our products and services we apply sustainable design principles.

... Materials

In 2010, Witteveen+Bos used approximately 48 tons of photocopying paper in its offices in the Netherlands, none of which had recycled content.

... Energy

Witteveen+Bos uses natural gas for office heating purposes. The remaining direct energy consumption results from the use of fuel by our fleet. The direct and indirect energy consumed by the various areas across the company is shown in the tables below.

Table 2: Consumed energy

	2010	2009
District heating (hot water, GJ)	331	152
Use of gas for heating purposes (m ³)	243,678	209,007
Business travel with business cars (km)	2,788,070	2,756,713
Commuter travel with business cars (km)	430,242	417,039
Use of electricity (kWh)	1,770,326	1,823,726
Air travel (km)	3,972,736	2,706,424
Use of private cars for business travel (km)	2,836,058	2,668,113
Paper use* (kg)	48,604	45,398
Commuter travel with private cars (km)	1,978,168	1,872,445
Use of public transport (km)	5,348,759	5,078,089

* Only office paper, printing of books and leaflets excluded.

Table 3: Emissions per activity and/or source in tons of CO₂

	2010	2009	2007
Electricity	1,045	1,076	849
Heating	451	384	258
Paper	46	43	44
Public transport	313	328	181
Business travel by air	890*	620	807
Business travel by car	1,035	1,097	1,210
Commuter travel by car	469	459	478
Total	4,249	4,007	3,827

* The calculation method for business air travel differs from the method used in the previous years. For 2010 we calculated the distance flown not by final destination, but per airport stop.

... Employment

Our workforce of around 850 people forms the basis for our sustained success. At 31 December 2010 Witteveen+Bos employed 867 employees. In 2010 we withdrew the on-call contracts from HR-accounting. This has caused a bias in the total employee figures. In 2010 a total number of six employees were contracted in a so called on-call contract. This total can be classified according to employment type, employment contract and country.



Table 4: Total workforce by employment type, employment contract and country

	2010	2009
Full-time	559	402
Part-time	308	276
Fixed term or temporary contract	105	134
Indefinite or permanent contract	762	722
Netherlands	867	856
Indonesia	16	16
Kazakhstan	48	44
Russia	2	2
Latvia	7	9
Belgium	5	2
Total workforce in NL (FTE)	796	779
Total workforce globally (FTE)	867	844

(Number of employees)

The breakdown shows that a large majority (88 %) of the Witteveen+Bos workforce has a permanent contract. For the year ending at 31 December 2010, voluntary employee turnover as a percentage of the total workforce population amounted to 8.8 %. The average length of service was 8.4 years. Witteveen+Bos does not publish the employee turnover by region.

The approximate breakdown of the total by gender was 74 % male and 26 % female, no change compared to 2009. Witteveen+Bos does not register the composition of governance bodies according to gender or age group. Witteveen+Bos does not register minority group membership.

Table 5: Total number and rate of employee turnover by age group and gender

	2010	2009
Employees leaving	77	73
Female employees leaving	32.5 %	31 %
Employees < 30 leaving	42.9 %	48 %
Employees 30-45 leaving	37.6 %	38 %
Employees > 46 leaving	19.5 %	14 %
Average number of years with the company	8.4	8.1

In our company, employees with a temporary contract and regular part-time employees receive the same benefits as full-time employees, except for stock ownership, which is only possible for employees with a permanent contract.

Table 6: Benefits provided to employees

Benefits	Full-time/part-time employees
Accident insurance with life and disability/invalidity coverage	all employees
Collective health care insurance	all employees can participate
Maternity/paternity leave	all employees
Retirement provision	all employees
Stock ownership	full-time and part-time employees with permanent contract
Tax free saving programme and life course savings scheme	all employees

... Training and education

Witteveen+Bos has a system of internal training sessions for its employees. Additionally, the company contributes financially to relevant private studies by employees and to external seminars, workshops and training sessions. As the various business segments have specific training needs and training programmes that are not centrally managed, Witteveen+Bos does not expect to be able to report enterprise-wide statistics on the annual average number of training hours. In 2010, Witteveen+Bos spent over € 654,674 on leadership and employee development.

Table 7: Internal training and trainees at Witteveen+Bos

	2010	2009
Number of employees that received internal training	789	654
Money spent on training per employee	€ 755	€ 851
Number of trainees	128	139

Performance 2010

Our main goals for 2010 were to promote the sustainable design principles within the company, to implement a sustainability check for planning purposes, to promote internal research projects for the development of sustainable products and services and to involve young engineers in innovative projects, to carry out an exit audit to analyse employees' reasons to leave the company and to reduce the carbon footprint of the company's business operations in the Netherlands.

... Promotion of sustainable design principles

In 2009 Witteveen+Bos developed sustainable design principles. These principles include all major sustainable development issues. In 2010 we organised a number of internal and external workshops to allow our engineers and consultants to focus on applying these sustainable design principles. In one series of workshops we focused on carbon-friendly design of civil works and we revealed construction options that generate substantially less carbon emissions than the traditional, exclusively cost-driven solutions. Clients have been offered the option of a carbon-friendly alternative based on a life cycle emission calculation. In another series of workshops we drafted the terms of reference for a sustainable urban master plan with local stakeholders.

... Sustainable planning

The sustainability check for planning purposes has been applied in two major infrastructure projects and has resulted in a commitment to implementing at least four substantial sustainability measures in the field of energy and carbon emission reduction. The main bottlenecks for implementation of sustainable measures are project planning and control processes. A shift from a rather one-sided focus on technical possibilities towards more complicated societal innovations is necessary. This shift is a major challenge for an engineering company and requires a new way of thinking.

... Young engineers in innovative projects

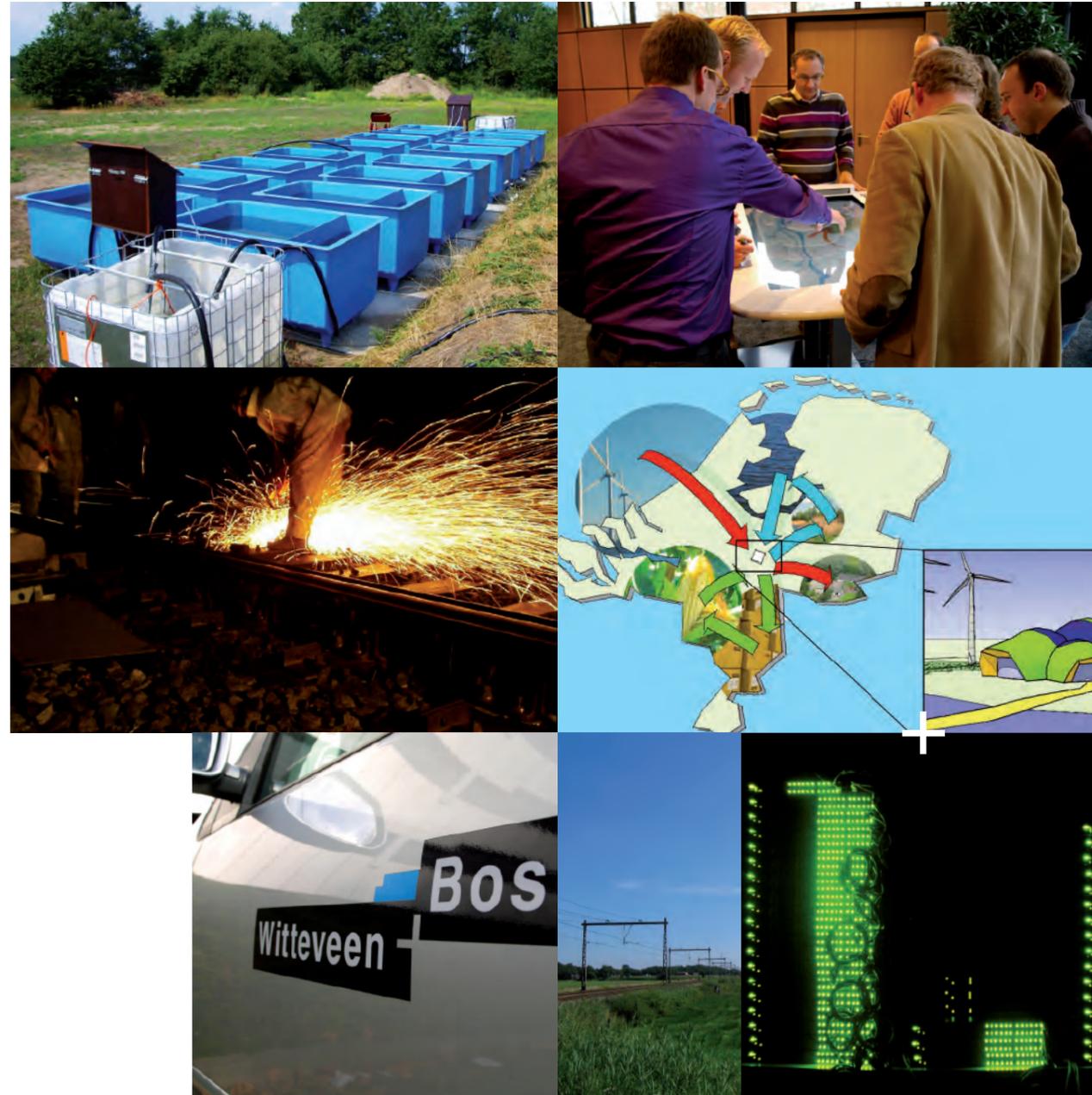
In 2010 Witteveen+Bos successfully involved young talented engineers in new, innovative projects. An obvious example is the design of the Factory of the Future model. Together with AkzoNobel, Beco, DPI Value Centre DSM, Royal Cosun and Search we have developed a conceptual production environment based on sustainable principles, in terms of people (equity), planet (ecology) and profit (economy), for the total value chain. The virtual facility focuses on closing the biological and technological cycles of a product and its manufacturing as far as possible.

... Exit audit

In 2007-2009 a total number of 143 exit interviews were conducted in which departing employees were asked to name their main reason for leaving the company. In 2010 we analysed these exit interviews. The main conclusions of this exit audit show that people's reasons to leave the company were related to work/career or personal factors. Over 35 % of the people leaving indicated that their main reason to leave was either the company culture and company structure, the employee regulations or the level of guidance and attention.

... Women in key positions

We decided to enhance the in-company Network of Female Engineers in 2010 and provide two seminars focusing on career development and job quality for female engineers and consultants. In 2010 the number of women in key positions had not significantly changed compared to 2009.



... Reporting and vision development

The 2008 and 2009 Corporate Social Responsibility Reports were based on GRI principles (application level C). The current report merits application level B and includes additional environmental and social key performance indicators.

... Carbon footprint

Our carbon footprint for 2010 includes emissions generated by the company's offices and employees in the Netherlands, including our participations in the Netherlands, but excludes emissions related to workplaces of employees operating at our clients' offices. Our carbon footprint for 2010 includes scope 1, 2 and 3 emissions. The carbon footprint for 2010 has not been verified by a certification company. Since 2009 we use the ProRail emission factors (Memorandum 'CO₂-conversiefactoren ProRail versie 1, mei 2009') for the calculation of the company's footprint. For the 2009 CSR Report we recalculated all previous emission inventories with the emission factors used for 2009.

In 2010 we used a different calculation method for our emissions from business air travel: we calculated the distance flown not by final destination, but per airport stop. As a consequence, the emission level calculated is substantially higher than in 2009, although the number of journeys and the destinations did not differ significantly from last year. In 2010 we achieved an emission reduction of 9.5 % per capita compared to 2007. Applying the 2009 calculation method to our emissions from business air travel in 2010, this reduction percentage increases to 11 %.

Table 8: Emissions per activity and/or source in tons of CO₂

	2010	2009	2007
Electricity	1,045	1,076	849
Heating	451	384	258
Paper	46	43	44
Public transport	313	328	181
Business car travel	1,035	1,097	1,211
Business air travel	890	620	807
Commuter travel by car	469	459	478
Total	4,249	4,007	3,827

The average number of employees per year (in FTE) rose from 815 in 2009 to 869 in 2010. The CO₂ emissions per capita decreased from 4.92 tons of CO₂ in 2009 to 4.89 tons of CO₂ in 2010 (according to ProRail emission factors).

Witteveen+Bos drafted an emission reduction schedule for the period up to 2020. Our intention is to reduce our emissions by 17 % in 2011, by 25 % in 2012, by 29 % in 2015 and by 30 % in 2020, compared to 2007.

The following initiatives were taken in 2010 in order to reduce greenhouse gas emissions:

- opting for energy-efficient, electric or hybrid lease cars
- posting tips on efficient electricity use on the intranet
- purchasing energy-efficient copiers with a standard double-sided printing option for all offices in the Netherlands
- setting up a company-wide environment team.

In 2011 we intend to purchase green electricity for all our energy consumption in our Netherlands offices.

The emissions related to business air travel during the year 2010 were compensated for Voluntary Carbon Standard credits in the Malana Hydro Power Project in India, a project set up to overcome Indian power sector issues and to ensure environmental/social benefits.

Our objectives for 2011

... Priority 1: Embedding CSR principles in products and services

Witteveen+Bos considers the major technical innovations for sustainable development to be ready for implementation. The main challenge for the near future will be to develop concepts that overcome the barriers for implementation of these innovations.

Actions and objectives for 2011:

- to form partnerships for sustainable design with partners possessing complementary expertise
- to further develop a standard carbon calculation for engineering designs, based on a lifecycle emission calculation
- to offer all our employees an internal workshop 'Sustainable Development and Sustainable Design'.

The Witteveen+Bos sustainable design principles are:

1. We endeavour to make our designs nature based and climate proof. Our designs take into account the natural environment as much as possible. The ecosystem is our starting point and we strive to use natural processes wherever possible, thus maintaining or even improving biodiversity.
2. We employ the Trias principle for our sustainable solutions. The Trias principle is applied to design subjects such as energy, commodities, water, soil, waste, CO₂ and other greenhouse gas emissions, mobility and operation, and maintenance. The three steps of the Trias principle are:
 - step 1: limit the demand and prevent unnecessary use
 - step 2: use renewable resources
 - step 3: use non renewable resources intelligently and efficiently.
3. In our designs we strive to regard the entire chain of processes and projects in its coherence. Our aim is to provide sustainable solutions which offer optimum results from the point of view of the entire chain, such as in life-cycle analyses. Where possible, we aim to apply a Cradle to Cradle® approach by taking the closing of biological and technological cycles into account in our designs, enriching the environment and using sustainable energy options. Thus, we strive to provide upcycled products with a new life-cycle.
4. In developing the built environment, we endeavour to allocate the right function to the right place and search for the optimum use of existing values. In combining functions such as living, employment and recreation, this enhances sustainable development. Multifunctionality and flexibility are important requirements for sustainable design. For the existing built environment we focus on efficient revitalisation.
5. We recognise the importance of public participation by stakeholders and end users when it comes to decision making within the design process. We value effective communication because sustainable design requires extensive public support.
6. The well-being of human beings - physiological needs, safety, social contact, respect by others and self-actualisation - is our basic principle for the design process.



... Priority 2: Education and research

Witteveen+Bos contributes to education and research in the field of engineering. Witteveen+Bos values high-quality engineering and we understand that innovation requires constant investments in education and research. Partnerships with knowledge institutes are being either initiated or supported by Witteveen+Bos.

Actions and objectives for 2011:

- to invest in education to enhance the company's expertise in sustainability assessment tools (BREEAM, DuboCalc, CO₂ prestatieladder)
- to continue to promote internal research projects for the development of sustainable products and services
- to continue partnerships with knowledge institutes on sustainable development topics.

... Priority 3: Being a preferred employer

Witteveen+Bos aims to be a preferred employer. We try to achieve this by offering diversity of workforce, discussing employee satisfaction and increasing our internal training programmes. In 2010 the company conducted an exit audit to gain a better understanding of employee satisfaction and reasons for employees to leave the company.

Actions and targets for 2011:

- to raise awareness among line managers of employees' reasons for leaving the company
- to continue facilitating the network of female engineers and consultants.

... Priority 4: Reducing the ecological footprint of the company's operations

Witteveen+Bos calculates the carbon footprint of the company's business operations in the Netherlands using the ProRail emission conversion factors. According to these conversion factors CO₂ emissions from our operations in 2007 accounted for 5.40 tons of carbon per capita. In 2008, the CO₂ emissions from our operations were reduced to 5.03 tons per capita and in 2009 the CO₂ emissions were further reduced to 4.92 tons per capita. In 2010 the carbon emissions caused by our operations accounted for 4.89 tons per capita.

Actions and targets for 2011:

- to raise employees' awareness of the carbon consequences of business air travel
- to develop an emission reduction communication plan for internal and external communication
- to purchase green electricity.

Our daily practice

... Natural catch

An area near the village of Rhoo in Zuid-Holland province has been earmarked for nature development to compensate for the ecological impact of the Tweede Maasvlakte land reclamation project. The area includes a former landfill site which has been a source of problems for several years, with organic pollutants leaching into a nearby watercourse. Adviescombinatie Volgermeerpolder (ACV), a joint venture between Witteveen+Bos and Tauw, has surveyed the landfill site and produced a decontamination plan. Conventional methods, such as complete excavation and removal or the installation of a foil barrier, do not appear to be viable. ACV has therefore developed an alternative approach known as 'natural catch'. This involves restructuring the contaminated area as a buffer zone with optimum conditions for the long-term biodegradation of the waste. This would create a robust and vital water system with its own natural purification effect. The approach is seen as cost-effective and can be easily integrated into the larger landscape redevelopment project.



... Innova Complex at Floriade Venlo

In 2012, the international horticultural exhibition 'Floriade' is to be held in and around the city of Venlo in the south-east of the Netherlands. The main exhibition site will include two prestigious new buildings: the Innova Complex and Villa Flora. They will form the basis of the ongoing 'Greenpark' programme, under which Venlo will see further development as one of the Netherlands' main agrifood centres. As a key member of the Urgenda Limburg consortium, Witteveen+Bos is advising the provincial authority about all aspects of the concept, the plan development process, permit application procedures, design, tendering and site management. After the Floriade exhibition, the Innova Complex will become a centre of expertise for innovation in the agrifood sector, housing various businesses and organizations. There will also be regular events designed to promote innovation and strengthen the sector. The complex is particularly sustainable and energy-efficient. Both the design and the construction method rely heavily on the Cradle to Cradle®-concept. The interior climate is regulated by means of subterranean heat sinks, together with a hybrid ventilation system which has a 'solar chimney'. Energy consumption is therefore minimized. Users can adjust the interior climate themselves and the windows in all rooms can be opened to provide fresh air.

... Almere 2030

Almere is one of the fastest-growing cities in the Netherlands. A formal document known as the Almere Integrated Agreements Framework 2010 (IAK 2010) sets out the roles of the Almere local authority, the Province of Flevoland and central government in managing Almere's growth over the coming twenty years. Almere is an acknowledged leader in the sustainable development of new urban districts. To maintain this position, it must keep abreast of all the latest insights and innovations. It therefore relies on the know-how of engineering consultancies. Witteveen+Bos has two special multidisciplinary knowledge groups, Sustainable Cities and Cradle to Cradle®, which enable it to provide an effective response to all regional development issues. We entered into a partnership with the Almere Sustainability Lab, in which we work together to find concrete, sustainable solutions to spatial development challenges. We have advised on the sustainable design of one of Almere's main traffic routes, the use of subterranean heat sinks and heat exchangers in a water extraction area, and on the siting of wind turbines.

... Participation ladder

Alongside its consultancy services in technology and sustainability, Witteveen+Bos is regularly retained as a specialist in process management and in promoting project participation, i.e. public consultation. Good interaction between the stakeholders in any project is a form of 'social sustainability', and is just as important as technical sustainability. To foster this interaction, we use the 'participation ladder'. A successful participation and consultation process has recently been undertaken in the Dutch town of Anna Paulowna, where local residents were invited to contribute their ideas and opinions about the usefulness and siting of a planned business park. We opted to apply a far-reaching form of participation: 'coproduction'. Special attention was devoted to explaining all the phases of the planning process, how decisions are made and by whom, and the backgrounds and interests of the various project stakeholders. The approach enabled the consultation and decision-making process to be completed within one year.

... Energy scan for wastewater treatment plants

Wastewater contains more energy than is required to purify it. At large wastewater treatment plants, some of this energy is reclaimed and put to a useful purpose. Nevertheless, efficiency can be further increased. Each of thirteen Dutch water authorities is now to examine one of its treatment plants to determine whether it will be possible to achieve entirely energy-neutral operation. Witteveen+Bos has been asked to develop the necessary business plans and technical requirements for five of these plants. We shall look at ways in which to reduce energy consumption through the 'smart' use of modern technology and/or new management processes. We shall also seek opportunities for energy exchange close to the plants themselves.

... Offshore wind energy

Huge offshore wind farms are being built at several locations worldwide. The advantages of offshore wind energy are obvious: there is no shortage of space at sea, the wind farms are not visible from land so there is no visual pollution, and there is almost always enough wind to turn the turbines. However, the construction and maintenance of the turbines raises certain challenges, as does the transport of the electricity generated. In order to maximize the potential of this sustainable energy source, Witteveen+Bos has joined forces with its SEEN partner NIRAS of Denmark in seeking innovative and economically viable new solutions. The combination of our expertise with NIRAS' experience enables us to operate very competitively within the market.

... De Scheg Ice Rink

Witteveen+Bos has conducted an initial sustainability study on behalf of Sportbedrijf Deventer, which owns De Scheg ice rink in Deventer. The study examined the various energy flows and ways in which they can be optimized. Because the existing energy supply equipment is due for replacement (having reached the end of its technical and financial life cycle), various sustainable alternatives were assessed against predetermined criteria. The findings were then incorporated into an 'energy matrix' to allow a comparison of the total life cycle costs and payback period of each alternative. The client eventually opted for a combined power-and-heat generating system. This will result in an initial 24 % reduction in CO₂ emissions, which will fall yet further when the system is connected to the planned biogas supply.

... B-Shore

Witteveen+Bos has developed the Biodegradable Shoreline Protection (B-Shore) concept in association with Anome Project. Using Ground Consolidators (GCs), thread-like elements which can be woven together, a biodegradable retaining barrier is created to encourage nature development on the banks of rivers or other watercourses. The GCs form a mesh which protects the underlying soil against erosion by waves and currents. Over time, this protection is afforded by the new vegetation which develops and the GCs break down into natural, entirely harmless substances. This innovative concept has many advantages. There are no maintenance or removal costs and all materials are either biodegradable or reusable. There is also significant added value in terms of biodiversity: vegetation can grow unhindered between the GCs, providing a sheltered habitat for various wildlife species. In 2010, the B-Shore concept reached the finals of the 'De Vernufteling' innovation awards competition.

... Sustainable mobility

An increasing number of organisations are adopting sustainable mobility management practices. Mobility management is concerned with reducing unnecessary transport movements and hence energy consumption. It can involve a variety of measures such as recruiting local staff to reduce commuting distance, 'telecommuting' whereby staff work from home, the use of 'green' vehicles and car-sharing. Witteveen+Bos has conducted transport management studies for two Dutch business parks, De Mars in Zutphen and Apeldoorn-Noord. With the help of the companies based at the locations, we examined mobility patterns, problems and ongoing initiatives, whereupon we were able to make certain recommendations for improvement. Our report was submitted to the mobility managers who will now implement measures in order to achieve more sustainable mobility management.

... Algae farming

Several species of algae are cultivated for industrial and commercial purposes. This process, known as 'algaculture', currently relies on large open-air tanks, to which artificial fertilizers are added as a source of nutrients. In the Netherlands, algae can only be grown like this during the warm summer months. However, the nutrients which the algae need are often found in the 'rejection water' at wastewater treatment plants. This water can therefore be used to feed the algae, or as a source to recover nutrients which would otherwise be lost and which can be used for other agricultural purposes. Witteveen+Bos and algae producer Ingrepo are currently working to develop an algaculture concept which makes use of this alternative source of nutrients.

... Master plan for IJsselsprong Zutphen

As part of the 'IJsselsprong' integrated regional development programme, a master plan is now in preparation for a central zone to the west of the river IJssel near Zutphen (Netherlands). Experts from the Sustainable Cities cluster of the Strategic European Expertise Network (SEEN) have produced proposals for ways in which sustainability aspects can be embedded into the planning process. They have also devised a number of design principles and have developed a 'sustainability monitor' for assessing spatial development policy and plans. The practical experience of SEEN partners from Denmark, Sweden and France provides an additional guarantee that sustainability will indeed form an intrinsic part of the planning process.



... Finding zinc slag

In the past, it was common practice to use zinc 'slag' as a material for road foundations and road-hardening. ('Slag' is the residue produced by the process of smelting zinc ore.) Unfortunately, zinc slag can contain contaminants which are harmful to both human health and the environment. Witteveen+Bos has surveyed several areas in the Netherlands to identify the presence of zinc slag using innovative geophysical techniques. The method is much less expensive than the traditional approach of boring and lab testing, and also results in less inconvenience to road users and local residents. The tests involve detecting the radio-activity typical of zinc ore. We also examined the depth of the road's foundations and hardcore layer, the electrical conductivity of the subsoil (which is distorted by the presence of slag) and movements of the road surface itself. The results of these tests help to quantify the risk and the urgency of decontamination measures.

... The Factory of the Future

Witteveen+Bos is one of several partners to have been invited by chemicals concern AkzoNobel to design the 'Factory of the Future'. Although currently still only in virtual form, the Factory of the Future will be a fully sustainable production environment in which Cradle to Cradle®-principles are applied to the greatest extent possible. The overall aim is to close the biological and technological cycles of both the product and the production process. To arrive at the best possible design, it has been decided to form a 'learning community', with close cooperation between the industry, private sector consultancies and research institutes. This partnership is based on openness and a willingness to share knowledge with each other.

... Climate module and sustainability

Witteveen+Bos is working alongside IVAM Research and Consultancy on Sustainability to produce a climate module as an 'add-on' to the DPL computer model. DPL stands for 'DuurzaamheidsProfiel van een Locatie' (Site Sustainability Profile) and is a nationally recognized instrument used to assess the sustainability of a new or existing residential estate. It provides a 'benchmark' score based on a comparison with the average residential area. DPL is now used by some thirty local authorities to optimize sustainability. The new climate module will measure the degree to which a neighbourhood or area is 'climate-proof', examining aspects such as energy efficiency, carbon emissions and the adaptive measures in place to counter the effects of climate change. The module will therefore reveal which choices made during the design process can help to achieve a completely climate-neutral district. A prototype was tested in two pilot projects during the first half of 2010.

... Quick scan for Borneo

In 2007 the governments of Indonesia, Malaysia and Brunei committed to the 'Heart of Borneo Initiative', a conservation and sustainable development programme addressing the tropical forests on the island of Borneo. Borneo has one of the most biodiverse habitats on earth, with many unique indigenous species. Witteveen+Bos conducted a quick scan of local watershed services to identify the beneficiaries and to select one or more river basins where a full watershed services evaluation study can be carried out successfully. This is the first step towards the implementation of a funding system for forest conservation.

In 2010 Witteveen+Bos continued to commit to Corporate Social Responsibility and increased efforts to contribute to sustainable societies. Our objectives and intentions for 2010 were listed in the Corporate Social Responsibility Report for 2009. Our UN Global Compact Communication on Progress (CoP) has been integrated into our existing communication with stakeholders via the annual CSR Report. All employees and major clients receive a paper copy of the report and it is published on our external website.

The UN Global Compact principles are:

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should support the elimination of all forms of forced and compulsory labour.
5. Businesses should support the effective abolition of child labour.
6. Businesses should support the elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake activities to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against all forms of corruption, including extortion and bribery.



Witteveen+Bos is pleased to be able to report on the following key actions in terms of progress on each of the UN Global Compact principles:

... Principle 1:
Our Code of Conduct states that 'Assignments in contravention of national and international law and rules will not be accepted'. We support and respect the protection of internationally proclaimed human rights. Safe and good working conditions for employees in the Netherlands are also of concern to the company. Thanks to the input of the Works Council more attention was paid to health and safety in 2010.

... Principle 2:
Corruption is not a significant issue in the Netherlands; our performance in other countries has not yet been analysed for risks related to corruption yet. No cases of complicity in human rights abuses were reported in 2010.

... Principle 3:
Witteveen+Bos is an employee-owned company. Through shareholder meetings, employees can influence the company's policy. Furthermore, employee involvement is guaranteed through the Works Council. The Works Council looks after the interests of all employees. Witteveen+Bos is not bound to formal agreements with trade unions as the company has its own agreements with employees. These agreements have been ratified by the Works Council and laid down in the Employee regulations and the Quality manual.

... Principle 4 and 5:
Our Code of Conduct prohibits these forms of labour in our operations. Witteveen+Bos endorses the ILO Declaration on fundamental principles and rights at work.

... Principle 6:
In 2010 Witteveen+Bos worked actively on appointing more women in key positions. Further information on progress in this regard can be found on page 12.

... Principle 7, 8 and 9:
Finding solutions to environmental challenges is one of the core activities of our company. We promote innovative technologies and approaches and enhance partnerships. We provide our clients with unsolicited advice on environmentally friendly alternatives in investment projects. We promoted the sustainable design principles within the company in 2010 and implemented them in a number of projects. Further information can be found on page 16: Our daily practice.

... Principle 10:
We will not engage in bribery and we will not accept any assignment which has been assigned to us on dubious grounds. We reject payments which can influence our objective and socially responsible approach. Corruption-related issues have been incorporated in the employee regulations, in the chapter on standards and values. By signing the employment contract, every employee agrees to comply with these values. An Integrity Commission looks after our business code and employees can contact a trusted person, appointed by the directors, to report integrity dilemmas. In 2010 no incidents were reported.

Summary: Results and targets

Priority: Embedding CSR principles in products and services

Target 2009	Result 2009	Target 2010	Result 2010	Target 2011 and beyond
To focus on low-energy solutions and emission reduction in planning and design.	We developed design principles, process steps and assessment indicators for sustainable cities.	To promote our sustainable design principles within the company and implement at least two major pilot projects.	Sustainable design principles were implemented in a sustainable master plan project.	To form partnerships for sustainable design with partners possessing complementary expertise.
To design and propose the socio-ecologically most profitable alternatives; to introduce a sustainability check for all projects.	A sustainability quick scan for projects was developed.	To implement a sustainability check for planning purposes in at least one urban planning and one area development project.	The sustainability check was implemented in two major infrastructure projects and in our advise.	To organise a symposium on sustainable area development.
To reduce the environmental impact of our designs.	Clients were offered the option of a carbon-neutral or carbon-friendly alternative based on a life cycle emission calculation.	-	Internal workshops on design principles for carbon-friendly design were conducted.	To offer clients a standard carbon calculation for engineering designs, based on a lifecycle emission calculation in 2012.
To develop a company-wide CSR vision.	We worked on an integral vision on CSR in two workshops with senior partners and the Works Council.	To set up an internal training module 'Sustainable Development.'	Internal workshops on Cradle to Cradle® and sustainable development were conducted at the majority of our offices in the Netherlands.	To offer a training module 'Sustainable Development and Sustainable Design' as part of standard internal training.
To report on corporate social responsibility.	The number of indicators and the level of reporting were increased.	To develop a CSR Report for 2009 based on the GRI G3 guidelines, application level C and to have it GRI-checked.	Development of a CSR Report based on the GRI and G3 guidelines, application level B.	To develop the CSR Report for 2012 based on the GRI G3 guidelines, application level A.

Priority: Education and research

Target 2009	Result 2009	Target 2010	Result 2010	Target 2011 and beyond
To set up a coaching system in projects.	Involvement of junior employees in complicated integral projects.	-	-	-
To continue to invest in education, research and traineeships.	We continued our research into carbon-friendly design and into sustainable cities.	To invest in education for sustainable development.	- We set up a Cradle to Cradle® knowledge group. - We educated four employees to be certified Cradle to Cradle® consultants. - We conducted several business courses with a sustainability focus.	To invest in education to enlarge the company's capacity in sustainability assessment tools (BREEAM, DuboCalc, CO ₂ prestatieladder).
To involve young talented engineers in new, innovative projects.	We involved young engineers in several innovative projects (e.g. Energy Factory, Columbus Quarter Almere).	To involve young talented engineers in new, innovative projects.	The development of the 'Factory of the Future' concept.	Continuation of partnerships with knowledge institutes on sustainable development topics.
-	-	To contribute actively to national research initiatives in the field of sustainable development.	We participated in the Building with Nature initiative.	Continuation of contributions to national research initiatives in the field of sustainable development.
-	-	To promote internal research projects for the development of sustainable products and services.	Continuation of research into carbon-friendly design and into sustainable cities.	To continue promoting internal research projects for the development of sustainable products and services.

Priority: Education and research

Sub-priority	Result 2009	Target 2010	Result 2010	Target 2011 and beyond
Designing a programme to increase the number of women in key positions.	The number of female partners/senior partners has increased from three in 2008 to four in 2009.	To monitor the results of our 2009 coaching programme for female engineers and consultants.	Numbers of female partners/senior partners did not increase in 2010.	To continue to facilitate the network of female engineers and consultants.
Setting up a mentoring programme for female engineers.	Fourteen female high potentials were linked to a key manager in a coaching programme.	-	-	-
Increasing internal training options.	The total number of employees that received internal training increased.	-	-	-
-	-	To carry out an exit audit to analyse employees' reasons for leaving the company.	An exit audit was carried out and the main conclusions were communicated in the CSR Report 2010.	- To raise awareness among line managers of employees' reasons for leaving the company. - To additionally monitor regular performance and career development reviews.
-	-	To monitor the implementation of the revised employee regulations.	The Works Council monitored the implementation of the revised employee regulations.	To evaluate the revised employee regulations in 2011.

Priority: Reducing the ecological footprint of the company's operations

Sub-priority	Result 2009	Target 2010	Result 2010	Target 2011 and beyond
Reducing the CO ₂ footprint per capita.	We reduced the carbon footprint per capita by 9 % compared to 2008.	To reduce the carbon footprint per capita by 30 % in 2012 compared to 2007.	The carbon footprint was reduced by 9.5 % in 2010 compared to 2007.	To reduce the carbon footprint per capita by 30 % in 2020 compared to 2007.
Drafting a long-term energy and mobility programme.	A long-term energy saving programme and long-term mobility programme were drafted.	To implement our energy efficiency and mobility programmes and introduce renewable energy sources, if feasible.	We introduced an extended environmental management programme and we received the certificate on the ProRail CO ₂ prestatieladder (level 3).	To introduce the young professional engagement programme in cooperation with partners (and/or engineers without borders).
Creating awareness among employees on energy efficiency, mobility and emission reduction policies.	The first internal communications expressions on emission reduction and the company's policies were issued.	To report twice a year on our progress with regard to attaining the emission reduction target.	- Our emission reduction was reported in the CSR Report. - We issued press releases on CO ₂ certification and other items.	To develop an emission reduction communication plan for internal and external communication.

Management disclosure

This index summarises the approach of Witteveen+Bos to managing sustainability topics associated with risks and opportunities, and was drawn up in accordance with the Global Reporting Initiative G3 guidelines.

Economic

Economic performance, market presence and indirect economic impact	Our management approach to economic and financial performance is described in our annual report and our sustainable design principles.
Goals, performance and contextual information	Detailed information on financial goals and performance can be found in our annual report, as well as in the progress towards targets, and the economic performance data (page 6).
Further information can be found at the link below:	
Annual report	www.witteveenbos.com/annualreport

Environmental

Overall; materials; products and services; compliance; transport; emissions; effluents and waste; water; biodiversity	We carefully manage our impacts at all stages, from business operations to the impact of our designs. To ensure a systematic approach in our business operations, we apply an environmental management system based on international guidelines and standards, including the monitoring of our performance. To our products and services we apply sustainable design principles.
Goals, performance and contextual information	See Performance 2010 and Our objectives for 2011, page 12 and 14 of this report.
Organisational responsibility	See our policy statement, page 3 of this CSR Report.
Monitoring and follow-up	Monitoring and follow-up takes place within our environmental management system.
Further information can be found at the links below:	
CSR policy	www.witteveenbos.nl/mvo
Energy and climate change	www.witteveenbos.nl/energie-en-klimaat
Fish flow innovations	www.fishflowinnovations.nl/nl/over-fishflow
Building with nature	www.ecoshape.nl/home

Social: product responsibility

Customer health and safety; product and service labeling; marketing communications; customer privacy; compliance	The safety assurance system applicable to relevant services of Witteveen+Bos is certified against the SHE Checklist Contractors standard (SCC**). The Witteveen+Bos instructions 'Safety and Health in the design phase' prescribe the preparation of Health and Safety plans and records and Risk Assessment and Evaluation for all designs that are planned to be constructed. The plans contain answering questions about safety and health in the design and implementation.
Goals, performance, policy	Information on goals and performance and policy can be found on our website.
Organisational responsibility	Witteveen+Bos Construction- and Industrial Safety Group.
Training and awareness	SCC instruction courses at two levels are provided to employees providing relevant services
Monitoring and follow-up	Available certificates: SCC**, ISO9001
Further information can be found at the links below:	
Policy on health and safety in design phase	www.witteveenbos.nl/bouwveiligheid
	www.witteveenbos.nl/risicomangement
	www.witteveenbos.nl/veiligheid

Social: labour practices and decent work

Employment; labour/management relations; occupational health and safety; training and education; diversity and equal opportunity	Our approach is driven by our CSR policy: <ul style="list-style-type: none"> - We aim to be a preferred employer. We try to achieve this by offering diversity of workforce, discussing employee satisfaction and providing training programmes. - Witteveen+Bos values high-quality engineering and we understand that innovation requires constant investments in education and research. Various educational and research programmes are either initiated or supported by Witteveen+Bos. Information on our approach to occupational health and safety can be found on page 9 of the annual report. Witteveen+Bos endorses and implements the ten principles of UN Global Compact.
Goals, performance and contextual information	Detailed information on goals and performance can be found in the chapters 'Summary of targets and results' and 'Performance 2010'.
Organisational responsibility	See our policy statement, page 3 of this CSR Report.
Monitoring and follow-up	See the table 'Summary of targets and results' on page 22.
Further information can be found at the links below:	
CSR Report	www.witteveenbos.nl/mvo
UN Global Compact	www.unglobalcompact.org/participant/10135-Witteveen-Bos

Social: human rights

Investment/procurement practices; non-discrimination; freedom of association and collective bargaining; abolition of child labour; prevention of forced and compulsory labour; complaints, grievance and security practices; indigenous rights	Witteveen+Bos endorses and implements the ten principles of UN Global Compact.
Goals, performance and contextual information	Detailed information on goals and performance can be found in UN Global Compact progress and the company profile, pages 20 and 4.
Organisational responsibility	See our policy statement, page 3 of this CSR Report.
Monitoring and follow-up	See UN Global Compact progress on page 20.
Further information can be found at the links below:	
CSR Report	www.witteveenbos.nl/mvo
UN Global Compact	http://www.unglobalcompact.org/participant/10135-Witteveen-Bos

Social: society

Community; corruption; public policy; anti-competitive behaviour and compliance	We endorse and implement the ten principles of UN Global Compact. We understand that acting responsibly means taking social expectations into account without losing sight of our business targets.
Goals, performance and contextual information	Information on goals and performance can be found in UN Global Compact progress and the company profile (pages 20 and 4).
Organisational responsibility	See our policy statement on page 3 of this CSR Report.
Monitoring and follow-up	See UN Global Compact progress.
Further information can be found at the links below:	
CSR Report	www.witteveenbos.nl/mvo
UN Global Compact	www.unglobalcompact.org/participant/10135-Witteveen-Bos

GRI index

Table 9: GRI index

GRI reference	Description	References in Corporate Responsibility Report	Page
Vision and strategy			
1.1	Vision and strategy statement (Board of Directors)	Policy statement, company profile, priorities, summary of targets and results	3, 4, 22
1.2	Description of key impacts, risks and opportunities	Performance 2010, our objectives for 2011, mission and priorities, summary of targets and results	12, 14, 22
Profile			
2.1	Name of the reporting organisation	Witteveen+Bos Raadgevende ingenieurs B.V.	4
2.2	Primary brands, products, and/or services	Company profile	4
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures	Company profile, Corporate governance, Operational structure	4, 6, 9
2.4	Location of organisation's headquarters	Van Twickelostraat 2, 7411 SC Deventer, the Netherlands	
2.5	Number of countries where the organisation operates, and names of the countries	Five countries with major operations: Indonesia, Russia, Kazakhstan, Latvia, Belgium	4
2.6	Nature of ownership and legal form	Employee-owned, private limited company; more information can be found in the chapter 'Corporate governance'	6
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	National, regional and local government and private companies in the Netherlands and other countries where we operate, international financial institutions.	4
2.8	Scale of the reporting organisation	Key figures	10
2.9	Significant changes during the reporting period	None	
2.10	Awards received in the reporting period	Nominations and awards	8
Governance structures and management systems			
3.1	Reporting period	1 January 2010 to 31 December 2010	3
3.2	Date of most recent previous report	July 2010	
3.3	Reporting cycle	Annual	
3.4	Point of contact for questions regarding the report or its contents	H.E. Nieboer, Director info@witteveenbos.nl	
Report scope and boundary			
3.5	Process for defining report content	The Witteveen+Bos Corporate Social Responsibility Report is aligned to GRI G3 level B sustainability reporting guidelines; see also the chapter 'Policy statement'. Based on workshops with senior partners and the Works Council, the company's board of directors has formulated an integral vision on Corporate Social Responsibility and four long-term CSR priorities. We report on progress in these priority fields.	3
3.6	Boundary of the report	While this report covers Witteveen+Bos overall, the performance data is focused primarily on operations in the Netherlands. The report content does not include sustainability performance data from external organisations or activities over which the company has limited control or influence, such as contractors and suppliers. More information can be found in the chapters: Company profile, Key figures, Corporate governance and Operational structure.	3
3.7	Specific limitations on the scope or boundary http://www.globalreporting.org/ReportinFramework/G3Online/Profile/ - _ftn1	See 3.5, 3.6 and the chapter 'Policy statement'	3
3.8	Reporting on joint ventures and subsidiaries	No significant impacts	4
3.9	Data measurement techniques and the bases of calculations	Key figures	10
3.10	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatements	Key figures	10

GRI reference	Description	References in Corporate Responsibility Report	Page
3.11	Significant changes compared to previous reporting periods (scope, boundary, measurement methods)	Key figures	10
GRI content index			
3.12	Table identifying the location of the standard disclosures in the report	Table 9: GRI index, Management disclosure	26, 24
3.13	Policy and current practice with regard to seeking external assurance for the report	No external assurance sought	
Governance			
4.1	Governance structure of the organisation	Corporate governance, Operational structure	6
4.2	Independence of board members	Corporate governance, Operational structure	6
4.3	Independence of unitary governance body	Not relevant	
4.4	Shareholder and employee feedback mechanisms	Corporate governance	6
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organisation's performance (including social and environmental performance)	Corporate governance: the company's shareholding system is the linkage between compensation and performance for economic, social and environmental performance.	6
4.6	Processes in place for the highest governance body to ensure that conflicts of interest are avoided.	Corporate governance	6
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	Corporate governance	6
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	Company profile, Corporate governance, Sustainable design principles	4, 6, 14
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance	Corporate governance	6
4.10	Processes for evaluating the highest governance body's own performance	Corporate governance	6
Commitments to external initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Sustainable design principles and the chapter 'Our daily practice'	14, 16
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Certificates and commitments	6
4.13	Memberships of associations	Corporate governance (certificates and commitments)	6
Stakeholder engagement			
4.14	List of engaged stakeholders	Corporate governance	6
4.15	Basis for identification and selection of stakeholders with whom to engage	Stakeholder identification and selection is based on Witteveen+Bos employee regulations and Stakeholder Analysis Tool.	6
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Corporate governance	6
4.17	Key topics and concerns that have been raised through stakeholder engagement	No specific concerns raised. The current stakeholder dialogue is focused on the topic of carbon management in design practices.	6

GRI reference	Description	References in Corporate Responsibility Report	Page
Performance indicators			
economic performance indicators (EC)			
EC1	Direct economic value generated and distributed	Economic key figures, Table 1: Key financial figures	5
environmental performance indicators (EN)			
EN1	Materials used by volume	Key figures	10
EN2	Percentage of materials used that are recycled input materials	Key figures	10
EN4	Indirect energy consumption by source	100 % generated by non-renewable source Table 2: Consumed energy	10
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Our daily practice	16
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Our objectives for 2011	14
EN16	Total direct and indirect greenhouse gas emissions by weight	Table 3: Emissions per activity in tons of CO ₂	10
EN17	Other relevant indirect greenhouse gas emissions by weight	Table 3: Emissions per activity in tons of CO ₂	10
EN18	Initiatives to reduce GHG emissions and reductions achieved	Performance 2010, Our objectives for 2011	12, 14
social performance indicators: labour practices (LA)			
LA1	Total workforce by employment type, employment contract and region	Employment, Table 4: Total workforce by employment type, employment contract and region	11
LA2*	Total number and rate of employee turnover by age group, gender and region	Table 5: Total number and rate of employee turnover by age group and gender	11
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment, employee's benefits	11
LA4	Percentage of employees covered by collective bargaining agreements	0 %, see LA9	
LA7	Rates of injury, occupational illnesses, lost days and absenteeism, and total number of work-related fatalities by region	0 %	
LA9	Health and safety topics covered in formal agreements with trade unions	0 %, Witteveen+Bos is not bound to formal agreements with trade unions as the company has its own agreements with employees. These agreements have been ratified by the Works Council and laid down in the employee regulations and the quality manual.	
LA10*	Average hours of training per year per employee by employee category	Table 7: Internal training and trainees at Witteveen+Bos	11
LA12	Percentage of employees receiving regular performance and career development reviews	Performance reviews in 2010: 38 % Career development reviews in 2010: 8 %	
LA13	Composition of governance bodies and break-down of employees per category according to gender, age group, minority group membership and other indicators of diversity	Key figures	10

GRI reference	Description	References in Corporate Responsibility Report	Page
social performance indicators: society (SO)			
SO2	Percentage and total number of business units analysed for risks related to corruption	0 %, Corruption is not a significant issue in the Netherlands; our performance in other countries has not yet been analysed for risks related to corruption.	
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	0 %, Corruption-related issues have been incorporated in the employee regulations, in the chapter on standards and values. By signing the employment contract, every employee agrees to comply with these values.	
SO5	Public policy positions and participation in public policy development and lobbying	None	
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	No contributions	
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes	No legal actions in the Netherlands	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	No fines and/or sanctions in the Netherlands	
social performance indicators: human rights (HR)			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	No significant investment agreements that include human rights clauses or that have undergone human rights screening	
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	0 %, no actions undertaken	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	No employee training provided, 0 %; employees; human rights issues are incorporated in the employee regulations (standards and values and responsibilities to our stakeholders).	
social performance indicators: product responsibility (PR)			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Management disclosure product responsibility	24

* These indicators are partially reported on, where all the other indicators are fully reported on.



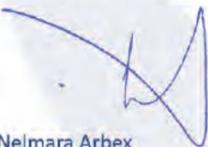
Statement GRI Application Level Check

GRI hereby states that **Witteveen+Bos** has presented its report "Corporate Responsibility Report 2010" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level B.

GRI Application Levels communicate the extent to which the content of the G3 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3 Guidelines.

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 20 May 2011



Nelmara Arbex
Deputy Chief Executive
Global Reporting Initiative



The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 27 April 2011. GRI explicitly excludes the statement being applied to any later changes to such material.

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