

Global Compact Progress Report 2009



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Global Compact is a UN initiative, which was launched in January 1999. Global Compact is a call to business world-wide to help build the social and environmental framework to ensure the open and free markets and to ensure that people everywhere have a chance to share the benefits of the new global economy.

The Global Compact encompasses 10 principles from international declarations on human rights, labour standards, environment and anti-corruption.

Grontmij has committed to uphold the Global Compact and the 10 principles by participating in the initiative, and as part of this commitment to implement the principles as part of its strategy, culture and day-to-day operations. Our progress in this process is reported in the following Communication on Progress 2009.

CEO statement



I am pleased to confirm that Grontmij supports the ten principles of the Global Compact in respect to human rights, labour rights, the protection of the environment and anti-corruption. With this statement, we express our intent to support and advance those principles within our sphere of influence. We commit to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to make a clear statement of this commitment - both to our employees, partners, clients and to the public. We support public accountability and transparency and will report on progress made in a public manner.

Sylvio Thijsen
CEO Grontmij

A handwritten signature in black ink, consisting of a large, stylized 'S' followed by a series of loops and a long horizontal line.

Ten principles

Principle no.	Global compact Principle	Process of Implementation
1	Business should support and respect the protection of internationally proclaimed human rights.	<p>In 2010 a comprehensive Policy for Human Rights and Equal Opportunities was implemented across Grontmij. This policy covers all of the principles relating to human rights and reinforce our commitment to upholding them.</p> <p>View our Human Rights and Equal Opportunities Policy</p> <p>A compliance reporting process covering risk management was introduced in February 2009. Among the key risks considered are those relating to human rights, labour protection, environmental management and anti corrupt practices.</p> <p>View our CSR profile and report for 2009</p>
2	Business should ensure that they are not complicit in human right abuses.	<p>As part of the GRI-based CSR reporting for 2009 a conformity monitoring process for non-discrimination was undertaken for a second year. In the period January 2009 to December 2009 Grontmij reported that no incidents had occurred (GRI indicator HR4).</p> <p>View our GRI disclosure</p>
3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<p>Grontmij fully endorses the Universal Declaration of Human Rights which includes 30 fundamental human rights . We uphold such a policy for our employees.</p> <p>View our Human Rights and Equal Opportunities Policy</p>
4	Business should support the elimination of all forms of forced and compulsory labour.	<p>All employees have individual contracts stating terms and conditions of service and the notice of leave. Our employment policies forbid the use of all forms of forced and compulsory labour. Our policies for the selection of sub-contractors and suppliers similarly forbid the use of forced or compulsory labour in our supply chain.</p> <p>View our CSR disclosure</p>
5	Business should support the effective abolition of child labour.	<p>Grontmij fully endorses the Universal Declaration of Human Rights which includes 30 fundamental human rights . We fully support the policy of abolishing child labour. We fully support the abolition of child labour.</p> <p>View our Human Rights and Equal Opportunities Policy</p>

Principle no.	Global compact Principle	Process of Implementation
6	Business should support the elimination of discrimination in respect of employment and occupation.	<p>Grontmij has implemented a recruitment policy securing equal employment opportunities based solely upon an assessment of relevant qualifications. Our policies for ensuring equality of opportunity expressly commit us to working towards the elimination of all forms of discrimination.</p> <p>View our Human Rights and Equal Opportunities Policy</p>
7	Business should support a precautionary approach to environmental challenges	<p>In 2008 we implemented a strategy for managing of our operations and delivering our consulting services with the goal of addressing climate change.</p> <p>The first step in this strategy was instigate a programme to monitor and measure our own environmental footprint. The first results of this were published in our annual CSR report in May 2008. Our second annual CSR report has also now been published. We have used the standards of the Global Reporting Initiative to guide these publications.</p> <p>View our CSR disclosure</p> <p>The second stage of our programme is to develop targets for our own environmental performance. These will be published in 2010 and will cover our environmental footprints in:</p> <ul style="list-style-type: none"> • CO2 • energy • transport • water • waste <p>We have also instigated a programme of “sustainability by design” whereby we will reduce the environmental footprint and increase the sustainability of the project that we deliver to our clients.</p> <p>View the full details of our sustainability by design programme</p>
8	Business should undertake initiatives to promote greater environmental responsibility.	<p>Grontmij undertakes a number of initiatives to promote greater environmental responsibility.</p> <p>Grontmij has in place a comprehensive integrated management system (IMS) that incorporates environmental management. These systems are certified to ISO 14001 in all countries except Belgium and Poland where in each case ISO 14001 certification is being sought in 2010. Intrinsic aspects of our EMS include:</p> <ul style="list-style-type: none"> • goal setting and performance management – currently we set environmental management goals at a regional level. [Goals relating to our global environmental performance are in development and will be published in 2010 for monitoring against a 2009 baseline.] • policy – annual statements of our overall commitment to sustainable development • organisational responsibility – organisational charts and statements of our environmental management structures

- training and awareness – procedures for the training and development of all staff in environmental awareness
- monitoring and follow-up - procedures are in place for the monitoring of learning from all environmental incidents

Examples of initiatives launched in 2009 are described throughout our CSR report.

[View our CSR report](#)

9

Business should encourage the development and diffusion of environmentally friendly technologies.

Grontmij is making a widespread effort to encourage the development and diffusion of environmentally friendly technologies. Some examples our initiatives are mentioned below.

Developed by Grontmij, [SHARON](#) is a patented system for the removal of nitrogen from wastewater. The process is used for treatment of high strength ammonia liquors such as sludge dewatering liquors and the liquid fraction of pig manure. When compared to traditional nitrification/de-nitrification the savings are:

- 25 % on energy, due to lower oxygen demand;
- 40 % on carbon source for de-nitrification;
- 30 % on sludge production.

The Process is currently in operation in the Netherlands, United Kingdom, Sweden and New York (USA). SHARON plants are in preparation for Geneva (Switzerland) and Paris (France).

Grontmij is working on the problem of how to build up the coastal defences in Holland. Our client, the South Holland Province in the Netherlands, was faced with various challenges as a consequence of climate change. These included:

- coastal erosion;
- higher sea levels, and
- increased frequency of storms.

Grontmij worked with the client to use the innovative [Sand Engine](#) to safely and naturally transport sand from one area to another to build up the coastal defences. This increased safety along the coast and the outcome provides more space for nature and recreation along the coast. All building took place with natural materials.

10

Business should work against corruption in all its forms, including extortion and bribery.

A business integrity code of conduct is implemented across Grontmij. This code allows for regional enhancement and within this in Denmark we have implemented a business integrity management system for day-to-day operations. The system consists of a policy, a code of conduct, a number of detailed instructions and a whistle blower function. All new employees participate in business integrity awareness training within 3 months from hire.

Since January 2008 as part of the GRI-based CSR reporting Grontmij has conducted a monitoring process for non-compliance with regulations and voluntary codes concerning anti-corruption. For the period January 2008 to December 2009 Grontmij has reported no incidents (GRI indicator SO4).

[View our GRI disclosure](#)