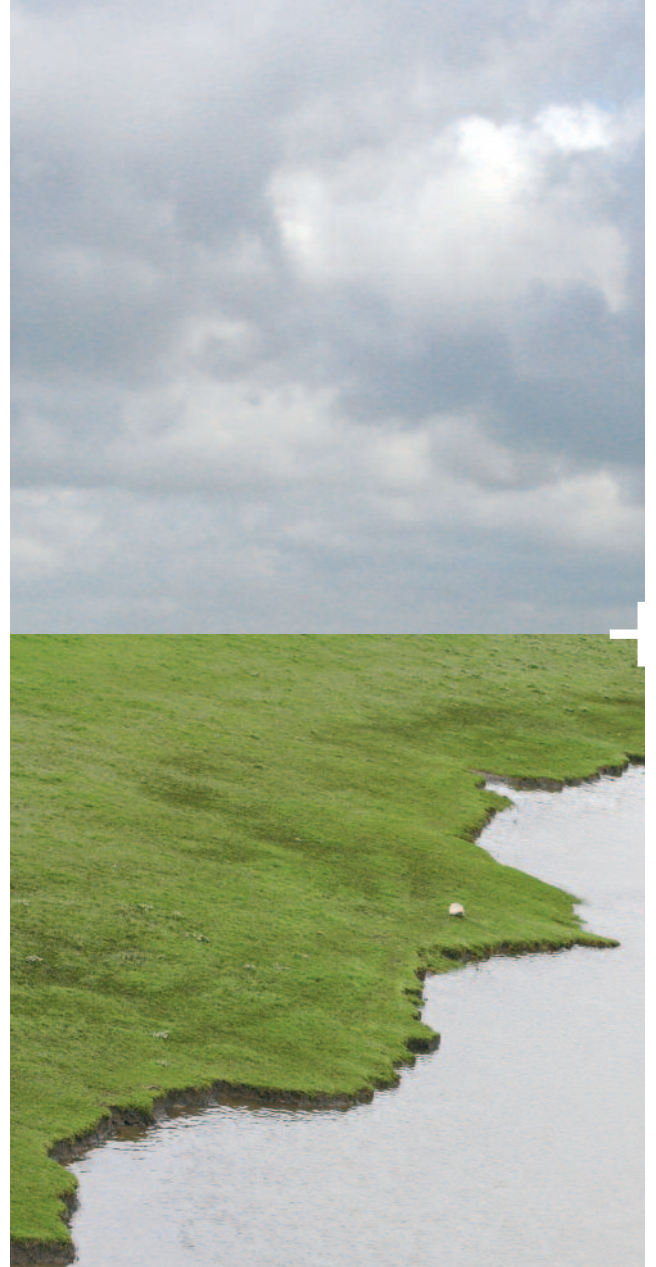


Solid solutions



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Statement

Accountability and responsibility are important notions for Witteveen+Bos. Accountability and responsibility not only to our clients and employees, but also to society as a whole. Witteveen+Bos wishes to contribute to the development of society and feels responsible for providing reliable solutions for technical and social problems. In other words: Witteveen+Bos wishes to contribute to a clean, attractive and fair society, to comply with and anticipate legislation and regulations, to deliver high quality and innovative services, to be a preferred employer and to be a credible partner for clients, employees and society.

As was indicated in a company-wide survey in 2007, being a good employer for almost 800 people and contributing to sustainable solutions in the societies in which we operate are the main issues related to social responsibility for the company. Besides these two issues, honesty, integrity, social responsibility, expertise and an organisation in which people have the opportunity for (self) empowerment and development were named by employees as key characteristics of the company.

Witteveen+Bos has formulated four priorities for its Corporate Social Responsibility policy for the coming years: education and research, product innovation, being a preferred employer and managing emissions from our business operations. This year's report focuses on these issues that are important to our business and relevant to our stakeholders and readers.

For the year 2007, Witteveen+Bos reported on its corporate citizenship in the United Nations Global Compact Communication on Progress. The current 2008 report is based on GRI principles (C level). It gives an overview of key figures in the economic, environmental and social dimensions and a summary of key actions on progress in social responsibility. Additionally, we have identified highlights concerning innovative environmental and sustainable development projects, initiatives and tools. Our progress against the ten UNGC Principles is summarised in the GRI and UN Global Compact table below. Through our mission and vision, this report and our practical actions and partnerships, we continue to endorse and implement the Global Compact principles.

In 2008, we calculated the carbon footprint of Witteveen+Bos business operations in the Netherlands for the first time. CO2 emissions from these operations accounted for 4.91 tons of carbon per capita in 2007. In 2008, the CO2 emissions from our operations were reduced to 4.60 tons per capita. We aim to better manage and where possible reduce this figure starting from 2009 with an energy efficiency and mobility programme. The measurement system for these emissions will be worked out in more detail for the coming years, starting with 2009. Gradually, the emissions from the operations of our offices abroad will be measured as well. Awareness about energy efficiency will be raised in all countries in which we have our own office(s).

Witteveen+Bos expects more benefit for emission reduction from product innovation. Our focus for the coming years will therefore be to contribute to research and education and incorporate sustainability in our engineering practices.

HAAM Webers
general director

HE Nieboer
director

Scope of the report

This annual report, which covers the 12 month period from 1 January 2008 to 31 December 2008, is an integrated sustainability report based on a balance of economic, environmental, social and technical performance.

Comparative information, where available, reflects the 12 month period from 1 January 2007 to 31 December 2007 and the 12 month period from 1 January 2006 to 31 December 2006. Witteveen+Bos is committed to aligning itself with international sustainability reporting initiatives.

COMPANY PROFILE

Witteveen+Bos is a company based in the Netherlands providing consultancy and engineering services for projects in the areas of water, infrastructure, environment and economics using a multidisciplinary project approach, meaning that specialists from various disciplines work together to solve complex problems. Our clients are governmental, commercial and industrial, including various types of joint ventures and public private partnerships. We serve them from eight offices in the Netherlands and five offices abroad (Russia, Kazakhstan, Latvia, Belgium, Indonesia). The Witteveen+Bos head office is located in Deventer.

For our 800 employees, partnership is the key word: partnership with their clients and with Wit-teveen+Bos. Personal development is also a key issue because our work constantly demands new expertise and new responsibilities. Accountability to our clients is important to us. Our employees share this sense of responsibility. Witteveen+Bos is an employee-owned company, meaning that the interests of shareholders and employees are completely aligned.

Key figures

Economic

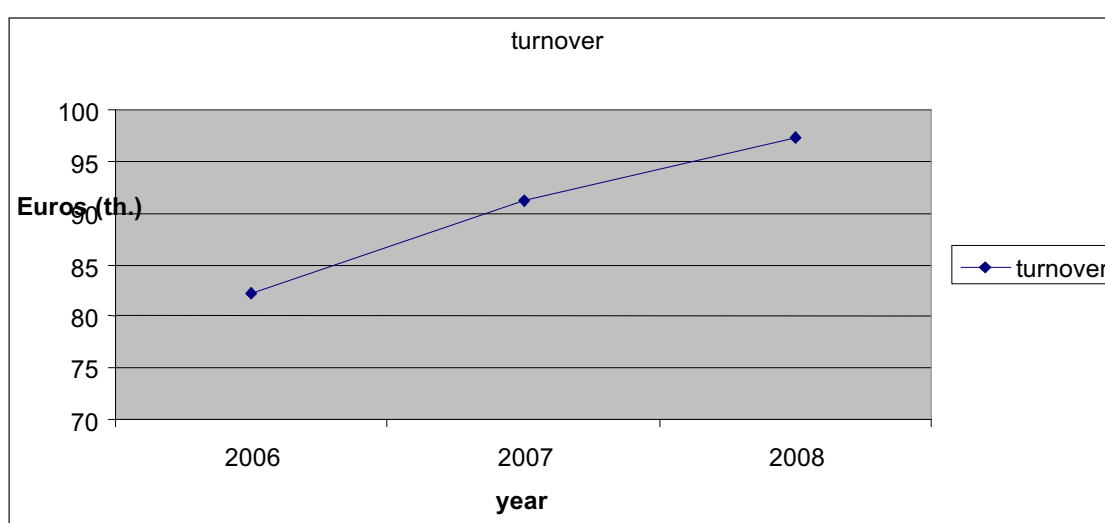


figure 1: annual turnover

Financial highlights

Compared to 2007, the financial results for 2008 show a significant improvement. The company's turnover increased by 6.6% from M€ 91.2 to M€ 97.2. The net result increased by 32.6 % from M€ 10.8 to M€ 14.4. Witteveen+Bos paid a total of M€ 2.9 profit to its employees. The net result was paid fully as a dividend to the shareholders, all employees of Witteveen+Bos. The value per share rose to € 5.65 from € 5.02 in 2007. The dividend per share increased from € 0.91 in 2007 to € 1.20 in 2008. The Witteveen+Bos employee shareholder system is still very popular: 504 employees take part in the system.

year	2008	2007	2006
turn over	97,246	91,214	82,202
salaries and social security payments	43,847	38,650	35,006
result before taxation	18,486	14,692	12,631
result after taxation	14,375	10,841	9,439
net profit margin	14.8 %	11.9 %	11.5 %
cash flow	16,075	12,355	10,784
number of staff at year (not consolidated)	766	708	661
total revenues per FTE	127	128.8	124.4
value per share	5.65	5.02	4.52
dividend	1.20	0.91	0.79

(amounts in thousands of Euros)

table 1: key financial figures

Community investments in cash and in kind are not currently registered separately.

Operational structure

Our employees are grouped in Product Market Combinations, each PMC offering its own products for specific market segments. Cooperation between the PMCs ensures an integrated approach to problems. Our PMCs are grouped into five divisions: Water, Space and the Environment, Urban Infrastructure and Traffic, Ports and Hydraulic Engineering and Hydraulic Infrastructure. They are supported by managerial departments, including Finance and Administration, Personnel and Organisation, Legal Affairs, Quality Systems and General Affairs.

Employment

In a changing labour market, Witteveen+Bos has made targeted efforts to attract new professionals. Our workforce increased to 802 employees (727 fte) in the Netherlands and 69 (61 fte) abroad.

	unit	2008	2007	2006
Total workforce by employment type, employment contract, and region.				
full time	# people	539	518	488
part time	# people	263	236	210
fixed term or temporary contract	# people	112	132	100
indefinite or permanent contract	# people	689	622	598
Netherlands	# people	802	754	698
Indonesia	# people	18	15	-
Kazakhstan	# people	38	24	-
Russia	# people	2	-	-
Latvia	# people	9	7	
total workforce in NL	# fte	727	690	637
total workforce globally	# fte	766	708	661

table 2: total workforce by employment type, employment contract and region

Gender

In 2008, women accounted for 32 % of the workforce at Witteveen+Bos (2007: 31%) and men 68 %. Few women occupy managerial positions or (senior) partnership. Witteveen+Bos participates in Bouwnetwerk, a Dutch national network for women who are involved in and interested in issues relating to the built environment. It is aimed at women who work in professions related to the built environment or the construction industry. Bouwnetwerk provides useful support, provokes stimulating debate and discussion and is also fun. In 2007 Witteveen+Bos gave a commitment to work actively on appointing more women to key positions in 2008.

Triple Career Ladder

A Witteveen+Bos employees can develop their careers in three different directions. These directions are:

P – professional, focus on development of professional skills;

M – managerial, focus on coordination and management;

C – commercial, focus on influencing and acquisition;

performance level	Professional	Managerial	Commercial
1	deliver contribution in field of expertise	selfmanagement	customer focus
2	respond to developments in field of expertise	line- and projectmanagement	manage existing business relations
3	operate as 'preferred' expert in field of expertise	complex line- and projectmanagement	explore new markets

figure 2: triple career ladder at Witteveen+Bos

Considering that a key position is a position in one of the three directions, in 2008 a total number of 20 women at Witteveen+Bos occupied key positions. Three women occupy a senior shareholder position, accounting for 3% of the total number of senior shareholders.

Personal and professional development

Witteveen+Bos applies a formula of recruiting and training recent graduates. In 2008, a total number of 127 trainees combined their studies with relevant work in our company. The development of employees makes Witteveen+Bos a lively and learning organisation. Personal development needs to be focused on proficiency, entrepreneurship and reinforcement of teamwork and internal cooperation. We stimulate this by offering a wide range of internal training courses: 585 people took part in internal courses in the year under review. Our employees also took many external courses of a more specialised nature. We have introduced e-learning and evaluated and improved our project management courses. Several employees from Witteveen+Bos in Kazakhstan and Indonesia were given the opportunity to take part in three month traineeships in the Netherlands.

	unit	2008	2007	2006
total number of employees that received internal training	# people	585	365	365
euro's spent on training per employee	euro	912	739	755*
number of trainees	# people	127	104	63

table 3: internal training and trainees at Witteveen+Bos

* this amount does not include trainers' fee, employees' working hours or development of the training courses

Satisfaction

At Witteveen+Bos, employee satisfaction is measured through a periodical employers' health survey (PAGO; Periodiek Arbeidsgezondheidskundig Onderzoek). Part of the survey is the examination of employee satisfaction. Besides this information, the average number of years of service with the company can also provide an indicator for employee satisfaction. The number of years of service currently averages 8.1.

Commission moral behaviour

Witteveen+Bos has a policy to prevent (sexual) harassment and bullying at work and to resolve these situations. The personnel handbook describes what an employee can do if he/she is confronted with harassment at work. Consulting an (external) expert and filing informal or formal complaints are some of the options. No complaints were filed in 2008.

neWBie

The neWBie group was created in 2005. This is an internal network that helps the integration of new employees. Employees who have been with the company for less than three years can join neWBie. Its objectives are to expand the internal network, encourage new initiatives and promote integration.

	unit	2008	2007	2006
Total number and rate of employee turnover by age group, gender, and region *				
# employees leaving	# people	95	99	88
# female employees leaving	%	34	26	-
# employees < 30 leaving	%	38	38	-
# employees 30-45 leaving	%	50	44	-
# employees > 46 leaving	%	12	16	-
average number of years with the company	# years	8,1	8,4	8,8

table 4: employee turnover

Environment and quality

Company CO2 footprint

We have included the following data to calculate the CO2 footprint of the company's operations:

- electricity consumption
- consumption of building-related energy (gas, oil, heating)
- use of paper
- travel by public transport
- business travel by car
- business travel by air
- commuter traffic by car

Baseline data for electricity consumption and consumption of building-related energy are included for those buildings in ownership of Witteveen+Bos (approximately 70%). The remaining data for electricity and gas consumption have been extrapolated.

	2007	2008
electricity consumption (kWh)	1,438,255	1,403,446
consumption of building-related energy (gas, m3)	141,291	155,806
paper (kg)	45,923	37,866
public transport (km, business transport)	1,293,493	1,961,454
public transport (km, commuter traffic)	3,378,788	3,281,087
business travel by car	5,807,701	5,520,463
business travel by air (turbine hours)	370	429
commuter traffic by car (km)	2,281,546	2,058,636

table 5: electricity consumption, gas & transport

In 2008, the total estimated emissions for Witteveen+Bos in the Netherlands is approximately 3667 tons of CO2 (versus 3600 tons in 2007). Related to the increase in fte, the 0.18% increase in total emissions means a reduction in average footprint per capita.

Our CO2 footprint calculation is based on emission ratios from Climate Neutral Group. Different CO2 emission ratios have been applied for transport, paper use, gas consumption and electricity consumption. In the category transport emission, ratios for transport by bus, train and air (for air transport 4 zones are distinguished) and the use of LPG, diesel or gasoline as a result of car kilometres are distinguished.

Information for the calculation of gas and electricity use is derived from the energy bills for those offices owned by the company. The estimated use of gas and electricity in our branch offices in the Netherlands was based on energy bills, the number of employees and the size of the office buildings. Data on the number of transport kilometres per category originate from the personnel administration and declaration system.

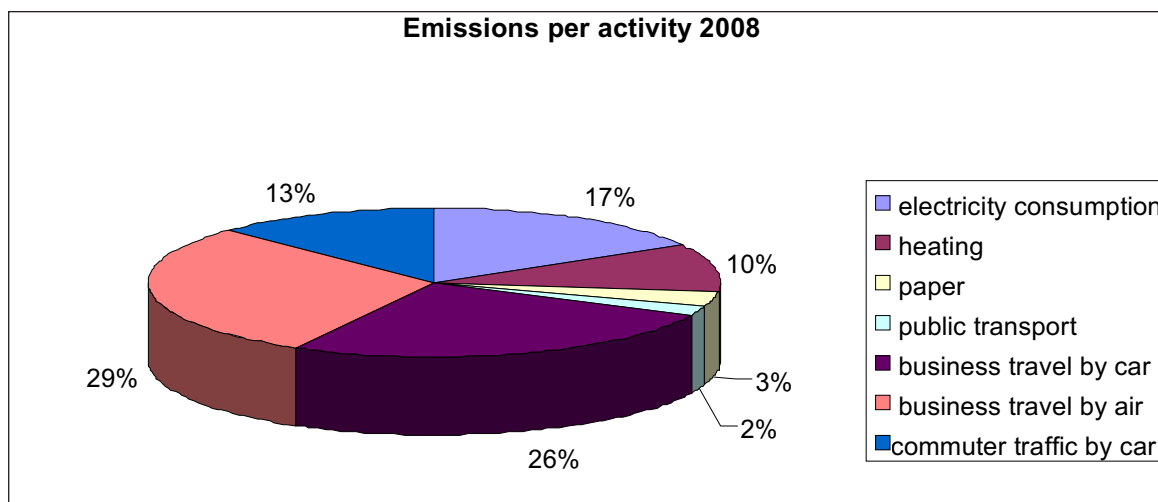


figure 3: CO2 footprint 2008

Emissions per activity in tons CO2		
	2007	2008
electricity consumption	626	610
heating	345	380
paper	149	123
public transport	45	68
business travel by car	997	945
business travel by air	926	1072
commuter traffic by car	513	469
Total	3600	3667

table 6: emissions per activity in tons CO2, 2007 and 2008

Environmental management

A number of environmental management procedures have been integrated in the Witteveen+Bos quality system (ISO9001). These procedures relate to office supplies, reuse and waste management (paper, chemical waste, glass and domestic waste), cleaning procedures, catering, energy and water consumption and transport. A separate annual report is issued on this aspect.

Safety

Within Witteveen+Bos, there is a working group on Health & Safety (H&S). The activities of this group aim to enhance knowledge of Health & Safety legislation and regulations within the company. The group publishes the Handbook "Health and Safety in the Design Phase". The H&S group pro-actively advises employees on drafting H&S plans, providing a basic H&S training course and answering questions on all H&S topics concerning Health & Safety in project design and implementation phases.

VCA

The VCA (Veiligheid, gezondheid en milieu Checklist Aannemers) was originally developed to certify companies which serve the (petro) chemical industry on their Health and Safety policies. Witteveen+Bos and associated companies apply these health, safety and environmental checklist standards for contractors providing operational services.

Quality

A personal relationship with our clients, short lines of communication, deriving maximum benefit from each other's expertise: this is how we achieve our ambition of providing our clients with integrated solutions for complex problems. This approach has resulted in an accessible and transparent organisation structure.

Our 802 employees are grouped in Product Market Combinations, each PMC offering its own products for specific market segments. Close cooperation between the PMCs ensures an integrated approach to problems. We can thus offer our clients modern, innovative and market-oriented services. Our PMCs are grouped into five divisions: Water, Space and the Environment, Urban Infrastructure and Traffic, Ports and Hydraulic Engineering and Hydraulic Infrastructure. They are supported by staff departments, including Finance and Administration, Personnel and Organisation, Legal Affairs, Quality Systems and General Affairs.

The quality management system of Witteveen+Bos is laid down in the company's Quality Manual. This manual has been compiled in compliance with the ISO 9001 and VCA 2004/04 standards and with the company's environmental rules.

The HR department distributes the Dutch version of the Quality Manual to all employees of Witteveen+Bos. The English translations can be obtained from the secretary of the international affairs coordination group.

The application of the quality system in the line organisation and in projects is monitored through internal audits.

ISO 9001

ISO 9001 is a quality management system that includes a set of procedures covering all key processes in the business, monitoring processes to ensure that they are effective, keeping adequate records, checking output for defects, with appropriate corrective action where necessary, regularly reviewing individual processes and the quality system itself for effectiveness, and facilitating continual improvement.

Certification to an ISO 9000 standard does not guarantee the compliance (and therefore the quality) of end products and services; rather, it certifies that consistent business processes are being applied. Witteveen+Bos applies ISO 9001 standards for all consultancy and engineering services.

Quality team

The general quality team (GQT) advises the executive board concerning assurance and improvement of the quality system. Members of the GQT are: the executive board, the quality manager and representatives from the product market combinations. The GQT meets at least four times a year to discuss internal audits, external audits, (project) evaluations and customer complaints.

Company code Witteveen+Bos

The company code of Witteveen+Bos has been in force since 1998 and contains the following key elements: mission and key values, responsibility towards society, clients, partners, colleagues within the engineering branch and within the company, quality, good governance, business cultures and implementation & improvement of the company code.

Awareness

In 2008 a number of shareholders/employees and managers of the company put the issue of Corporate Social Responsibility on the agenda for internal discussion. These discussions are reflected in product development with a focus on sustainability in at least 7 out of 21 PMCs.

Corporate governance

Employee participation

Witteveen+Bos is a fully employee-owned company. Our unique participation system enables employees to participate as shareholders at the level of participant, partner or senior partner. All our employees on a permanent contract can participate. The degree to which they can participate depends on their position and the number of years with the company.

A total of 12.5% of the shares is available to the participants. In 2008, a total number of 414 employees participated. For partners, 21.5% percent of the shares is available. This participation is intended for the key members of our personnel. The board of directors nominates the candidates while the general shareholders' meeting approves. There are currently 69 partners. Finally there are 21 senior partners holding 66% of the shares. They too are nominated by the board of directors and appointed by the general shareholders' meeting.

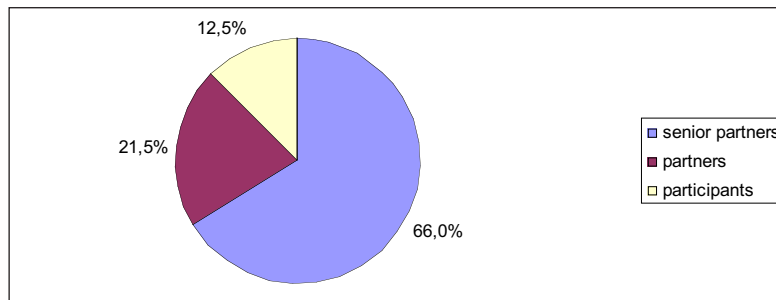


figure 4: employee participation

The Works Council

The Works Council (WC) looks after the interests of all Witteveen+Bos employees and can consist of a maximum of thirteen members who are elected from and by all sectors, PMCs and supporting departments.

The WC discusses proposed company policy with the Executive Board of Witteveen+Bos. A range of subjects are addressed, such as posting regulations, travel expenses, career policy, sickness absence, etc. Both the WC and the Executive Board can submit proposals to change or evaluate the existing company policy and regulations.

The rights and duties of the company and the Works Council are laid down in the Works Councils Act (Wet op de Ondernemingsraden). In some cases, for example Occupational Safety and Health issues and various labour agreements, proposed policies can only be carried out if both the Executive Board and the WC have reached agreement. The remaining labour agreements have been established in consultation between the Executive Board and the WC.

Strategic advisory board

The Strategic Advisory Board (SAB) advises Witteveen+Bos on product, market, strategy, policy and organisation. Additionally, each member of the SAB identifies relevant developments in their network. The SAB gives strategic advice on long term company policy, acquisition, cooperation, take-overs and profiling. The SAB acts as coach and trustee for the members of the executive board.

Stakeholder involvement

The employees of Witteveen+Bos are the company's main in-house stakeholders. They deliver knowledge, creativity and experience for our products and services as well as being our shareholders. Our clients - society as a whole - and the communities in which we work are among our external stakeholders. Some of these external stakeholders are represented in our strategic advisory board. We listen carefully to the views of our in-house and external stakeholders and these are reflected in our priorities. In 2010 and 2011, we will enhance active involvement of our stakeholders in formulating our CSR policy.

Our mission and priorities

Mission

Witteveen+Bos offers its clients valuable advice and high quality designs in the areas of water, infrastructure, the environment, spatial development and construction. Through its employees' knowledge, experience, intelligence and social insight, the company produces reliable solutions. Witteveen+Bos provides an exciting and inspirational working environment and addresses fascinating challenges for the future. Professionalism, respect and integrity are our hallmarks.

Vision

Witteveen+Bos wants to be a top class consultancy and engineering company. To achieve this, an international orientation on products, markets and the labour market is vital. Witteveen+Bos wants to retain its identity and independence and to be recognised as a high quality organisation. Witteveen+Bos wants to operate at the top of the market and to be an attractive organisation offering development opportunities to professionals. Integrity, flexibility and networking capabilities will be essential in achieving this vision.

The mission and vision of Witteveen+Bos can be translated in our view on corporate social re-sponsibility. Here, we distinguish four priorities: embedding CSR principles in products and services, focusing on education and research, being a preferred employer and reducing the ecological footprint of the company's operations.

Our CSR priorities

Priority: embedding CSR principles in products and services

Our focus on product innovation gives us the opportunity to provide solid solutions for the challenges of the future. Living in a Delta, the depletion of natural resources, growing mobility, the global energy crisis, climate change and the exhaustion of conventional solutions are challenges we face as engineers. By embedding CSR principles in products and services, we can address these challenges.

Actions and targets for 2009

- focus on low energy solutions and emission reduction in planning and design
- design and propose the most socio-ecologically profitable alternatives
- introduce a sustainability check for all projects

Priority: 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. Various educational and research programmes are either initiated or supported by Witteveen+Bos.

Actions and targets for 2009

- set up a coaching mechanism in projects
- involve young talented engineers in new, innovative projects
- continue to invest in education, research and traineeships

Priority: being a preferred employer

Witteveen+Bos intends to be a preferred employer. We try to achieve this by offering diversity of workforce, measuring employee satisfaction and increasing our internal training programmes.

actions and targets for 2009

- design a programme to increase the number of women in key positions
- set up a mentoring programme for female engineers
- increase internal training options

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

Witteveen+Bos calculated the carbon footprint of the company's business operations in the Netherlands for the first time in 2007. CO2 emissions from these operations accounted for 4.91 tons of carbon per capita. In 2008, the CO2 emissions from our operations were reduced to 4.60 tons per capita. We aim to reduce this figure further by drafting an energy efficiency and mobility programme. Awareness on energy efficiency will be raised in all the countries in which we have our own office(s).

Actions & targets for 2009

- draft a long term energy saving programme
- draft a long term mobility program
- create awareness about energy efficiency, mobility and emission reduction policies amongst employees in the Netherlands and in our offices abroad

Our goals for 2009

Witteveen+Bos sets the following main goals for 2009 in the field of Corporate Social Responsibility:

- embed CSR principles in products and services
- increase the number of women in key positions
- publish a separate sustainability report according to GRI principles
- develop a vision on Corporate Social Responsibility
- reduce per capita carbon emissions

Embed CSR-principles

The aim to be a top class consultancy and engineering company and deliver high quality products is a call for innovation. At the same time, changes in governmental tender regulations demand an innovative approach. The impact of a service or product on human beings, the environment and society has become part of the product's quality. Our goal for 2009 is to introduce the most sustainable alternative in our advice and to draft guidelines for incorporating an integral sustainability check for proposals and projects. Another goal for 2009 is to start the development of a Witteveen+Bos climate compensation programme.

We will also start developing a sustainability strategy with corresponding priorities, plans and ambitions in the field of the environment, labour conditions, social involvement and product innovation. Input and comments for this strategy will be delivered by stakeholders. The priorities will be incorporated in the company's annual business plan.

More women in key positions

The construction sector in the Netherlands aims to have more women in key positions. In 2009 Witteveen+Bos, together with ten other companies in the sector, declared its intention to appoint more women to key positions. Our goal for 2009 is to achieve a 10% increase in the number of women in key positions (according to the Triple Career Ladder definition of key position) Clear parameters to define key positions will be drafted.

For 2009, the following actions will be undertaken:

- inventory of female population, including position and potential assessment;
- selection of approximately 10 'high potentials';
- appoint a mentor for each high potential;
- provide necessary support for further training and career development;
- annual evaluation of the career development of the selected high potentials;
- annual evaluation of the number of women in key positions;
- sustain the professional women's network and the advisor on gender issues to the executive board.

Emission reduction

We aim to reduce our per capita carbon footprint by 5% in 2009. The major share of the CO2 emissions of Witteveen+Bos operations is due to electricity consumption, business travel and commuter traffic.

Our goals for 2009 relate to energy consumption and mobility policy. In 2009 Witteveen+Bos will draft a long term energy reduction plan for all offices in the Netherlands and start a process of data collection for the offices abroad. In 2009, Witteveen+Bos will draft a mobility plan for offices in the Netherlands and start a process for data collection on mobility in its branch offices abroad.

vision on Corporate Social Responsibility (CSR)

In 2008, we started to discuss our vision on CSR in meetings of the Strategic Advisory Board, shareholders' meetings, sector and PMC meetings. In 2009 we intend to consolidate this process and formulate a company vision on CSR.

sustainability reporting

In 2008 Witteveen+Bos selected a number of relevant performance indicators with corresponding ambition levels in order to measure and manage the company's impact on society. This is an ongoing process. We intend to increase the number of indicators and level of reporting in the coming years.

UN global compact principles

UN Global Compact principles

key actions on progress

- | | |
|--|--|
| <p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p> | <p>Our Code of Conduct states that 'Assignments in contravention of national and international law and rules will not be accepted'. In this way we support and respect the protection of internationally proclaimed human rights.</p> |
| <p>2. and make sure that they are not complicit in human rights abuses.</p> | <p>Complicity in human rights abuses has not been reported in 2008. Procedures for monitoring and reporting human rights abuse are not yet in place. In 2009 we will focus on awareness.</p> |
| <p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> | <p>Witteveen+Bos is an employee-owned company. Through shareholders meetings, the employees can influence the company's policy. Furthermore, employee involvement is guaranteed through the Works Council. The Works Council (WC) looks after the interests of all Witteveen+Bos employees. Further information can be found on page 7.</p> |
| <p>4. Businesses should support the elimination of all forms of forced and compulsory labour.</p> | <p>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.</p> |
| <p>5. Businesses should support the effective abolition of child labour.</p> | <p>In 2007 Witteveen+Bos gave a commitment to work actively on appointing more women to managerial positions in 2008. The results are not yet satisfying so the issue has become a priority for 2009.</p> |
| <p>6. Businesses should support the elimination of discrimination in respect of employment and occupation.</p> | <p>Finding answers to environmental challenges is one of the core activities of our company. We stimulate innovative technologies and approaches and enhance partnerships. We provide our clients with unsolicited advice on environmentally friendly alternatives in investment projects. In 2008 we introduced a sustainability plan for projects and drafted guidelines for a sustainability check in proposals and projects.</p> |
| <p>7. Businesses should support a precautionary approach to environmental challenges.</p> | <p>Undertake activities to promote greater environmental responsibility.</p> |
| <p>8. Undertake activities to promote greater environmental responsibility.</p> | <p>Encourage the development and diffusion of environmentally friendly technologies.</p> |
| <p>9. Encourage the development and diffusion of environmentally friendly technologies.</p> | <p>10. Work against all forms of corruption, including extortion and bribery.</p> |
| <p>10. Work against all forms of corruption, including extortion and bribery.</p> | <p>We will not engage in bribery and will not accept work which has been assigned to us on dubious grounds. We reject payments which may influence our objective and socially responsible approach. For our employees, we have developed an Integrity Game which confronts them with dilemmas and solutions to those dilemmas. A reporting system concerning corruption and bribery for employees is in place. No incidents were reported in 2008.</p> |

Evaluation of our targets and intentions for 2008

In 2008 Witteveen+Bos continued to fulfil its commitment to corporate social responsibility and increased efforts to contribute to sustainable societies. Our targets and intentions for 2008 were listed in the 2007 UN Global Compact Communication on Progress. The achievements are listed below.

target	achieved	follow-up
monitoring and reporting		
monitoring and reporting of incidents of human rights abuse	No incidents of human rights abuse have been reported	In 2009 we will raise awareness on the issue of non-complicity to human rights abuse for our employees outside the Netherlands.
monitoring and reporting of incidents bribery and corruption	According to the company code, Witteveen+Bos employees can discuss specific integrity issues with a special integrity committee. Furthermore, Witteveen+Bos continues to use the integrity game, addressing potential dilemmas for the company's employees in order to implement the key values in the company's operations. No incidents were reported in 2008.	In 2009 we will raise awareness on the issue of integrity for our employees outside the Netherlands
monitoring and reporting of percentage of female employees at senior and/or managerial positions	reporting of women in key positions according to the Triple Career Ladder	Our goals for 2009 are to increase the number of women in key positions by 10%. Clear parameters to define key positions will be drafted.
sustainability plans		
guidelines based on sustainability principles drafted	guidelines for sustainability check based on sustainability principles have been drafted and presented during internal meetings	guidelines based on sustainability principles will be incorporated in appropriate projects
pilots on sustainability plans	at least two pilots in infrastructure projects were conducted in 2008	in 2009 we will include sustainability plans as unsolicited proposals in a number of offers to clients
sustainability partnerships		
inventory of possible partnerships for sustainable development	sustainability partnerships have been initiated in the field of area development and climate compensation	in 2009 we will continue to expand activities within our partnerships for sustainable development (Building for Nature, climate compensation, sustainability check in area development)

table 7: evaluation of 2008 targets

Our daily practice

Climate change

Climate change is a special challenge for Witteveen+Bos. The question: is society ready for inevitable climate changes? Coastal protection, heavy rainfall, and heat resistance of buildings are among the issues we focus on. Climate change is an inseparable part of all projects. Our concern for climate change is well reflected in the projects highlighted below.

Volgermeerpolder

Witteveen+Bos, in consortium with Tauw, is involved in the rehabilitation of the former landfill 'Volgermeerpolder'. The Volgermeer consists of about 105 hectares and was used as a landfill for domestic and industrial waste during the last century. Large amounts of chemical waste (including 30,000 barrels of pesticide production waste) were dumped at the Volgermeer during the sixties and seventies. The whole Volgermeer will be capped with soil (which does not necessarily have to be clean) originating from ground works in the region. This soil will be covered with a HDPE foil making the cap impermeable. For the last layer on top of the HDPE, two 'ecological' options are possible. The first is a wet cover consisting of a 'sawa' system (planned area of 55 hectares). The 'sawa' system consists of clusters of sealed compartments, each separated by dikes which are filled with water, allowing the development of aquatic flora and fauna. The second option is a dry cover consisting of an 80 cm thick layer of clean soil (planned area of 40 hectares).

Water robust cities

The knowledge project Waterrobust Cities develops knowledge on how to adapt our living environment to the changing water levels. This issue is extremely important for the Netherlands, which faces an increase in housing of approximately 700,000 houses in the coming decades. The project brings together experts from the construction, engineering and academic sectors. Together they identify options to create cities that can deal with huge amounts of water.

DikeAlert

DikeAlert is an early warning system designed by Witteveen+Bos. The fibreglass system monitors the state of the dikes in the Netherlands and raises the alert if any of the dikes become weakened. This early warning system enables the authorities to take timely measures and monitor the situation closely.

DikeAlert won the second public prize in the 2008 De Vernufteling contest.

Innovations

FishFlow Innovations

Fish-friendly migration facilities

The migration movements of fish include dispersal migration, reproduction migration and migration to and from winter areas and are directed either upstream or downstream depending on the season. However, most existing fish migration facilities are aimed at upstream migrants.

FishFlow Innovations developed a number of fish migration facilities that raise the barriers for fish migrating upstream and downstream. A common characteristic of all facilities available from FishFlow Innovations is the focus on natural fish behaviour during the development. Consequently, all solutions offered comply as far as possible with the natural preferences of the fish. All too often, the presence of fish migration barriers is considered a technical problem that needs a technical solution whereas the efficiency of fish migration solutions thus developed do not seem to be optimal in practice. The focus of FishFlow Innovations on the natural behaviour and preferences of fish results in the development of facilities which fish are happy to use and which enable passage without damage or mortality.

Fish Flow Innovations won the second prize for the Herman Wijffels Innovatieprijs 2008.

Greenhouse without wastewater

The 'KASZA, greenhouse without wastewater' project increases sustainability in water management in the greenhouse sector by reprocessing all wastewater in existing and new greenhouse areas into irrigation water. The KASZA project was nominated for the 'Ei van Columbus' contest on sustainable initiatives in the category sustainable production technologies.

First movable composite bridge in the Netherlands

Witteveen+Bos drafted a design for the first movable composite bridge in the Netherlands. The combination of a composite bridge deck with hydraulic lifting techniques is innovative. The client - the Dutch province Fryslân and the municipality of Oosterwolde - assessed the project on design, consultancy fees, construction costs and costs of maintenance. Due to the low weight of the construction, the design of the lifting bridge is simple but extremely functional and cost-effective. Additionally, the design reflects the character of the environment very well.

Calamity water basin in the Woudse Polder

As a result of climate change and urbanisation, water storage has become vitally important for the safety of dikes and to prevent flooding in the territory controlled by the Hoogheemraadschap Delfland. For these reasons, in 2008 Delfland created a 34 hectare, 800 million litre calamity basin in the Woudse Polder. The rainwater surplus in the region is temporarily captured in this storage basin. It is estimated that this basin will become operative once every 5 to 25 years.

The project was developed during an intensive preparation phase in a multi-stakeholder process, taking into account the specific archaeological, cultural and natural values and important visual resources of the area concerned. The result is an innovative design which combines the need for a robust water system with the wishes of the stakeholders (Most Social Alternative).

Due to the innovative design of the required new dikes, the amount of required sand and clay was reduced as well as the number of transport movements.

Nominations and awards

In 2008 Witteveen+Bos won or was nominated for various awards. These included places in the finals of the ONRI-KIVI/Niria competition for 'De Vernufteling' and the Young Technical Professional Award. FishFlow Innovations was again acclaimed as an innovative company in the field of fish movements. The fish-safe rotor pump-cum-turbine took second prize in the Herman Wijffels Innovation Award 2008. FishFlow Innovations is a collaborative venture of inventor and professional fisher Gerard Manshanden and Witteveen+Bos.

Community involvement

Art+Technology prize

The Witteveen+Bos Art+Technology prize was established in 2001 to mark Witteveen+Bos' 55th anniversary and is awarded to a visual artist whose work combines art and technology in a particular way and who does not just use technology as an instrument.

The prize is an expression of Witteveen+Bos' special appreciation of creativity which plays a major role in the work of both engineers and artists and is essential for modernisation. Awarded by an independent jury and presented annually in November, the prize comprises a sum of EUR 15,000 and the publication of a book on the award-winning artist.

Building with nature

In 2008, Witteveen+Bos continued to participate in the knowledge programme 'Building with Nature', in partnership with a number of companies, governmental departments, universities and other knowledge institutes. 'Building with Nature' aims to bring about a shift in current design practice, from its defensive nature focused on minimising the negative impact on environment towards a new designing methodology and practice focused on optimising the potential offered by natural systems.

Over 80% of the world's major population centres are located in coastal, delta and river areas. In the future, this percentage will grow even higher. At the same time, the demand for safety, quality of life, welfare and sustainability will increase and climate will change. We cannot respond to all demands without executing major infrastructure projects. Coastal zones need to be protected against the rising sea levels; rivers need to be provided with more space; the capacity of ports and waterways needs to be increased and functions of water systems combined. There is a need to retain and restore water and soil quality and make sustainable use of natural resources. Innovations in water engineering are necessary, especially with regard to the smart use of nature's capacity and sustainable adoption of water engineering projects to the natural environment: ecology and water engineering.

The mission of the 'Building with Nature' programme is to develop new, scientifically underpinned concepts for sustainable coastal, delta and river area development in such a way that opportunities offered by nature are optimally utilised: eco-dynamic area development.

Principles subscribed and certificates obtained

Global compact

Witteveen+Bos were registered as a participant of Global Compact and thus a subscriber of the Global Compact Principles in 2005. Participation in Global Compact was compulsory in order to be able to tender for a United Nations project in Indonesia. The company registered as a participant but did not realise at that time that a report or communication on progress was due annually. The report (Communication on Progress) was submitted and the company was accepted as participant.

The initiative was taken by the management; the reports are also submitted by the management (Executive director and his secretary). The employees know about the company's participation in Global Compact through the internal newsletter. The main issues concerning the Global Compact Principles are reflected in the company code.

ONRI code of conduct

The ONRI Code of Conduct is a code for engineering companies and consultants in the field of engineering. Membership of ONRI obliges a member to be independent and avoid potential conflicts of interest, to be aware of the importance to society and development of the (human) environment, to closely follow new developments in technology, to accept orders and perform services only if it has the professional capacity to perform the task, confidentiality and compliance. The ONRI can impose sanctions on its members if its principles are not observed.

FIDIC

The International Federation of Consulting Engineers (the acronym stands for the French version of the name) globally represents the consulting engineering industry. As such, the Federation promotes the business interest of companies supplying technology-based intellectual services for the built and natural environment.

The International Federation of Consulting Engineers recognises that the work of the consulting engineering industry is critical to the sustainable development of society and the environment. All member associations of FIDIC subscribe to and believe that the following principles are fundamental to the behaviour of their members if society is to have the necessary confidence in its advisors. Key FIDIC principles are:

Responsibility to society and the consulting industry, competence (maintain knowledge and skills and perform services only when competent to perform them), integrity and faithfulness, impartiality (be impartial in the provision of professional advice, judgements or decisions and to avoid any potential conflict of interest that might arise in the performance of services to the client), fairness to others and anti-corruption (neither offer nor accept remuneration of any kind which in perception or in effect either: a) seeks to influence the process of selection or compensation of consulting engineers and/or their clients or b) seeks to affect the consulting engineer's impartial judgement and cooperate fully with any legitimately constituted investigative body which makes inquiry into the administration of any contract for services or construction).

OECD Guidelines for Multinational Enterprises

The Guidelines cover the range of MNE activities. Specific chapters deal with general policies, information disclosure, competition, financing, taxation, employment and industrial relations, environment and science and technology. Both the chapters on general policies and on employment and industrial relations contain clauses that are relevant in relation to enterprise closures.

GRI index

This table cross references our report content with the GRI reporting standard. Inclusion of a GRI reference does not imply full compliance with the requirements of the standard in each area.

GRI reference	Description	References in Sustainability report	
vision and strategy			
1.1 - 1.2	Vision, strategy statement and statement from director	Statement, company profile, our mission and priorities	10
profile			
2.1 – 2.9	organisational profile	Company profile, corporate governance, operational structure	3
2.10	awards	Nominations and awards	15
governance structures and management systems			
3.1 -3.8	report profile, report scope, report boundary	Statement, report scope, contact person, our mission and priorities	10
3.10 - 3.12	report scope and boundary, GRI content index	<i>table 8: GRI Index</i>	17
4.1 - 4.4	Governance	corporate governance, operational structure	9
4.14 - 4.15	Stakeholder engagement	corporate governance	9
performance indicators			
economic performance indicators (EC)			
EC 1		key figures economic, <i>table 1 key financial figures</i>	3
environmental performance indicators (EN)			
EN1 - 4	total materials used other than electricity and water, direct energy use, indirect energy use	<i>table 5: electricity consumption, paper use, gas & transport</i>	6
EN16	total direct and indirect green house gas emissions by weight	<i>table 6: emissions per activity in tons CO2, 2007 and 2008</i>	7
EN17	Other relevant indirect green-house gas emissions by weight	<i>table 6: emissions per activity in tons CO2, 2007 and 2008</i>	7
social performance indicators: labour practices (LA)			
LA1	Total workforce by employment type, employment contract, and region	employment, <i>table 2 total workforce by employment type, employment contract and region</i>	4
LA2	Total number and rate of employee turnover by age group, gender and region	<i>table 4 employee turnover</i>	4
LA10	Average hours of training per year per employee by employee category	<i>table 3: internal training and trainees at Witteveen+Bos (currently only internal training is recorded for all employees and not by employee category)</i>	5
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	Gender, Triple Career ladder; (minority group members are not registered as such).	4

table 8: GRI Index

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