

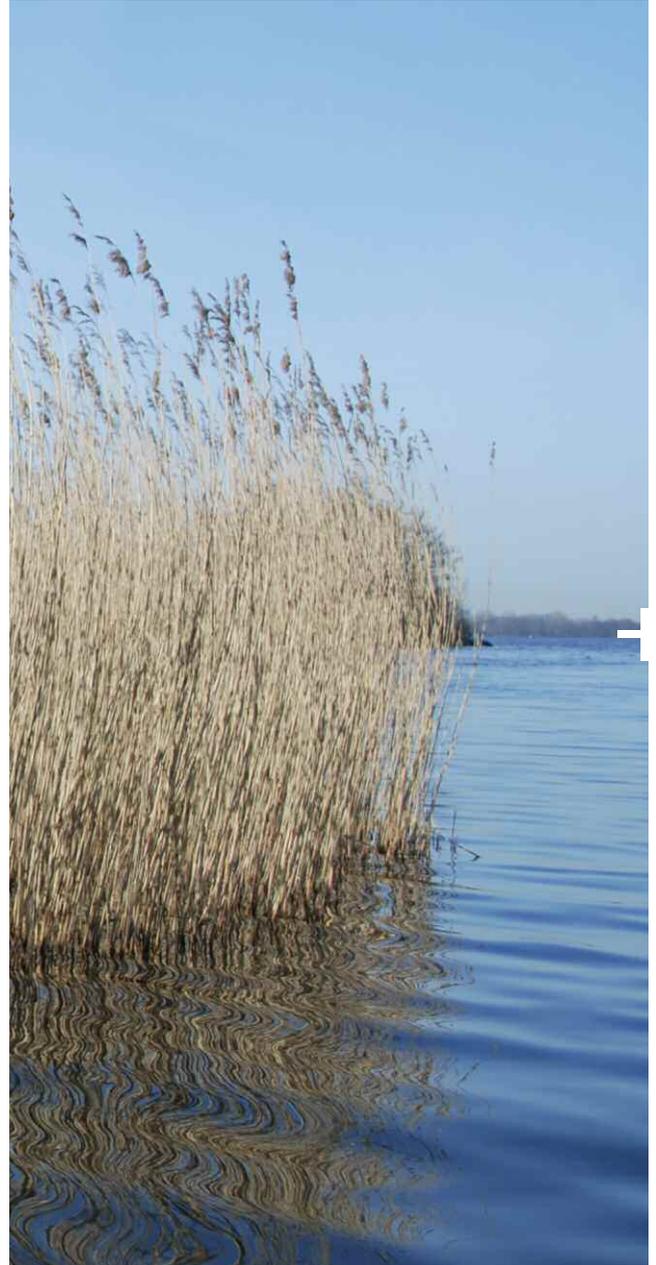
commitment

innovation

awareness

sustainability

energy



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Policy statement

Witteveen+Bos recognises that its activities and services have a significant impact on the wider social, environmental and economic wellbeing of the areas we operate in. By addressing this impact we can improve the quality and performance of our core organisational processes and responsibilities. Witteveen+Bos is dedicated to providing reliable solutions to technical and social problems for our stakeholders, among which we include customers, employees, suppliers, society and the environment.

Along with many other companies and people, Witteveen+Bos faced the impact of the economic crisis on its business in 2009, especially in the fields of construction and area development. Despite this we continued to follow our policy of facilitating sustainable development, ensuring that the four priorities of our Corporate Social Responsibility policy were maintained: education and research, product innovation, being a preferred employer and managing emissions from our business operations. In this year's report we will account for the objectives set for 2009 regarding these four priorities and define our objectives for 2010.

Our main objectives for 2009 were to embed CSR principles in products and services, to increase the number of women in key positions, to publish a separate responsibility report according to GRI principles, to develop a vision on Corporate Social Responsibility and to reduce our carbon emissions. In this report we present the efforts and results related to these objectives.

In 2010 we will continue to work on the four defined priorities. Our main focus will be the development of sustainable design principles and an integrated methodology for sustainability assessment in various projects at various levels. In 2010 we will continue to endorse and implement the United Nations Global Compact principles.

This integrated sustainability report covers the period from 1 January 2009 to 31 December 2009 and is based on a balance of economic, environmental, social and technical 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 employ a multidisciplinary approach for 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 have eight offices in the Netherlands and five international offices with which to serve our clients.

Partnership is a key word for our employees, applying both to their relationship with our clients and with Witteveen+Bos itself. Personal development is also a significant issue because our work constantly demands new expertise. Accountability to our clients is important to us, something which our employees wholeheartedly understand. Witteveen+Bos is an employee-owned company, meaning that the interests of shareholders and employees are aligned.

... Mission

Witteveen+Bos offers its clients value-added consultancy and top-quality designs for water, infrastructure, spatial development, environment and construction 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 where we tackle the fascinating challenges of the present and the future. Professionalism, respect and integrity are our core values.

... Vision

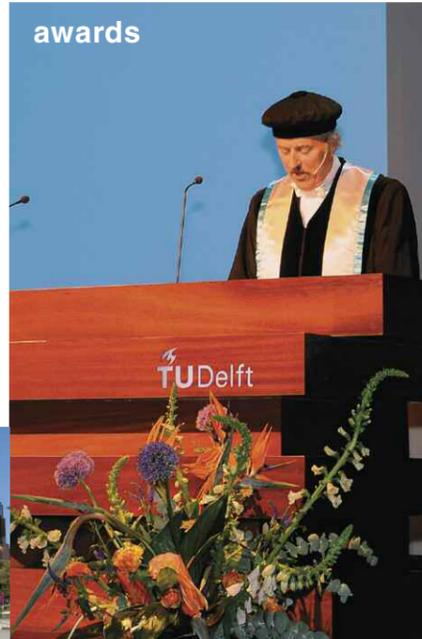
Witteveen+Bos is committed to being a first-rate engineering and consultancy firm. An international outlook towards products, markets and the labour market is pivotal to performing at the pinnacle of our field of work. It is also what makes Witteveen+Bos an attractive employer for talented people. A high degree of ethical awareness and action, good networks and complete flexibility are imperative.

Witteveen+Bos is developing a company-wide supported vision on Corporate Social Responsibility (CSR). For now, the mission and vision of Witteveen+Bos are translated in our view on CSR. Here we distinguish four priorities: embedding CSR principles in products and services, focusing on education and research, being a preferred employer and minimising the ecological footprint of the company's operations.

... 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 firm and to which we are committed. During the past years, we have devoted attention to integrity in our professional dealings during ordinary meetings as well as during meetings specially organised to discuss this point. Furthermore, we have cited a number of integrity dilemmas and discussed them with some of our major clients, and have collaborated with them in drawing up protocols explaining how to deal with these issues. The code of conduct was recently translated into English and distributed among our employees outside the Netherlands.

awards



development



vision



integrity



... Operational structure

The Witteveen+Bos organisation is made up of product-market combinations (PMCs). Each PMC is dedicated to its own particular products in a certain market segment. Cooperation between the PMCs ensures an integrated approach to problems. Our PMCs are grouped into five divisions: Ports and hydraulic engineering, Infrastructure and construction, Spatial development and environment, Urban development and traffic and Water. These PMCs are assisted by our support departments: Finance and administration, Personnel and organisation, Legal affairs, Quality affairs and General affairs.

... Financial highlights

Operating revenues increased by 6.8 % to € 103.8 million. Outsourced work totalled € 20.3 million. Added value rose by 6.8 % and operating income by 10.7 %. Net profit came to € 13.7 million. Our net margin was 13.2 %.

Table 1: Key financial figures

	2009	2008
Turnover*	103.9	97.2
Salaries and social security payments*	47.5	43.8
Result before taxation*	18.9	18.5
Result after taxation*	13.7	14.4
Net profit margin (in % of the turnover)	13.2 %	14.8 %
Cash flow*	15.4	16.1
Total number of staff at year in FTE (consolidated)	815	766
Total turnover per FTE**	127.5	127
Value per share	€ 6.19	€ 5.65
Dividend per share	€ 1.14	€ 1.20
Community involvement***	€ 140,301	-

* Amounts in millions of euros. ** Amounts in thousands of euros. *** In 2009 Witteveen+Bos invested € 28,840 in sports, education, health, renewable energy and culture. Additionally, we invested € 111,461 in the Art+Technology Award.

... Workforce composition

Our workforce includes 41 % of personnel with university qualifications, 35 % with higher vocational qualifications and 24 % with intermediate vocational or administrative qualifications. The age of our workforce averages 36.7. The average number of years of experience is 12.5 and the average number of years of service is 8.1. The workforce consists of 26 % women and 74 % men.

... Workforce

The average number of full-time equivalents (FTEs) at Witteveen+Bos in 2009 was 815. At 31 December 2009 we had 856 employees on our payroll (excluding those working for international companies in which we own interests). The inflow of 127 employees confirms that Witteveen+Bos succeeded in recruiting personnel for most disciplines. At 73 persons our personnel churn was below the 10 % mark. The workforce at our international operations grew from 69 to 76 employees.

... Nominations and awards

The Witteveen+Bos Art+Technology Award was presented for the eighth time in 2009. The winner was Edwin van der Heide, who incisively unites contemporary music, visual arts and architecture. The Jaap van der Graaf Award for the best article on wastewater treatment went to Marlies Kampschreur. This was the first presentation of this award, named after our former managing director.

... Employee ownership

Since 1992, Witteveen+Bos has been a private limited company entirely owned by its personnel. Our shareholding system is one of the key drivers of the commitment and entrepreneurship of our employees. Out of the total workforce 76 % own shares. The senior partners (18) own 64.4 % of the shares, the partners (77) 22.6 % and staff members (437) 13.0 %. At 1 July 2009 the internal price of the Witteveen+Bos share stood at € 5.65.

... 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 external stakeholders are our clients, society as a whole and the communities we work in. We listen carefully to the views of our in-house and external stakeholders. These views are reflected in our priorities. In 2010 we will carry out a full stakeholder analysis, in which we will indicate our major stakeholders, their interest in the company and their impact on our policies.

... 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 Councils 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 2009 the usual four-yearly revision of the employee regulations took place. In dialogue with the Works Council a number of modifications have been made in posting regulations. More flexibility in working hours and holiday regulations - the option to purchase additional holiday entitlement - are major improvements. Another important development is the implementation of more favourable regulations for short distance commuter travel and financial benefits for fitness practice.

... Women at the top

One of the goals of Witteveen+Bos is proactively to appoint more women to top positions within the company. We have worked on achieving this goal by means of workshops, guidance, coaching and actual appointments. Research shows that there are no differences at Witteveen+Bos between remuneration received by men and women.

... 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 members of the Board of Directors. Additionally, each member of the Strategic Advisory Council identifies relevant developments in his or her network.



... Social commitment

Many of our employees display their commitment to society through activities under the auspices of professional organisations and trade associations. Witteveen+Bos is helping to build up the knowledge infrastructure in the Netherlands through its proactive policy on published articles. Various staff members work as part-time lecturers or professors while numerous students are undertaking work experience placements or completing their graduation projects within our organisation. Witteveen+Bos supports Stichting Technasium, a foundation that exists to increase the attraction of higher and university education in engineering subjects. We are financially supporting the Delft University of Technology in its innovation campaign that seeks to improve the link between research/education and the issues prevailing in society. In Deventer we provide the chair of the Deventer Employers' Association and we support various institutes of art, culture, education and healthcare.

... Cultural commitment

We give substance to our commitment to culture through the annual Witteveen+Bos Art+Technology Award introduced in 2002. Among other things we want this award for artists who work at the interface of art and technology to boost the image and standing of engineering. We sponsor several institutes 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 an independent jury 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.

... ONRI Code of conduct

The ONRI Code of conduct is a code for engineering companies and consultants. Membership with ONRI obliges its members 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. The ONRI can impose sanctions if these principles are not observed.

... 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 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. Companies belonging to this network specialise in ecological consultancy pertaining to spatial planning and area management. The mission of the network is to improve the quality of the environment and society, keeping the interests of following 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 field of nature and landscape.

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.

... Materials

In 2009, Witteveen+Bos used approximately 45 tons of photocopying paper in its offices in the Netherlands, none of which contained recycled content.

... Energy

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

Table 2: Consumed energy

	2009	2008	2007
District heating (GJ)	152	-	-
Use of gas (m³)	209,007	155,806	141,291
Business travel with business cars (km)	2,756,713	2,981,194	3,185,208
Commuter travel with business cars (km)	417,039	287,567	460,182
Use of electricity (kWh)	1,823,726	1,403,446	1,438,255
Air travel (km)	2,706,424	3,987,982	3,568,615
Use of private cars for business travel (km)	2,668,113	2,539,269	2,622,493
Paper use (kg)	45,398	37,866	45,923
Commuter travel with private cars (km)	1,872,445	1,771,070	1,821,364
Use of public transport (km)	5,078,089	3,429,696	2,877,133

The chapter 'Our daily practice' gives insight into initiatives within our company to provide energy-efficient or renewable energy-based products and services.

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

	2009	2008	2007
Electricity	1,076	828	849
Heating	384	284	258
Paper	43	36	44
Public transport	328	218	181
Business travel by air	1,097	908	807
Business travel by car	620	1,148	1,211
Commuter travel by car	459	429	478
Total	4,007	3,851	3,827

... Employment

At 31 December 2009 we had 856 employees on our payroll. This total can be categorised according to employment type, employment contract and country.

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

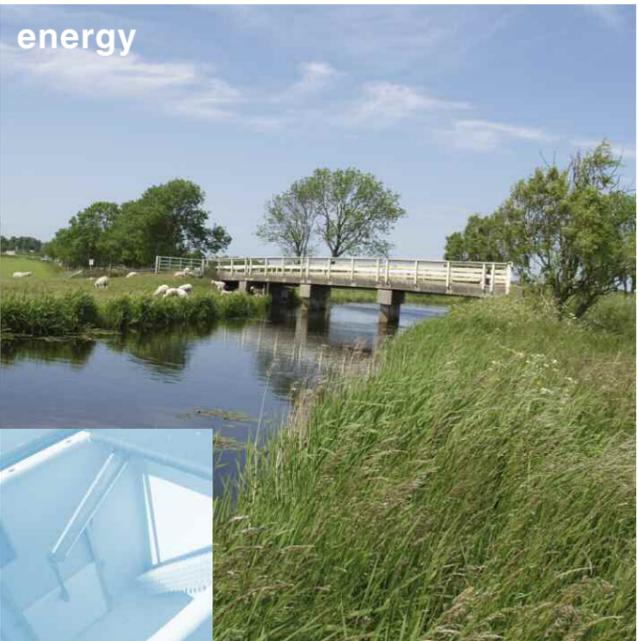
	2009	2008
Full-time	580	542
Part-time	276	260
Fixed term or temporary contract	134	112
Indefinite or permanent contract	722	690
Netherlands	856	802
Indonesia	16	18
Kazakhstan	44	38
Russia	2	2
Latvia	9	9
Belgium	2	0
Total workforce in NL (FTE)	779	727
Total workforce globally (FTE)	844	788

(Number of employees)

opportunity



training



transport

energy

The breakdown shows that a large majority (85 %) of the Witteveen+Bos workforce has a permanent contract. For the year ending 31 December 2009, voluntary employee turnover as a percentage of total workforce population was 8.5 %. The average length of service was 8.1 years. Witteveen+Bos does not publish employee turnover by region.

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

	2009	2008
Employee outflow	73	95
Female employee outflow	31 %	34 %
Employee < 30 outflow	48 %	38 %
Employee 30-45 outflow	38 %	45 %
Employee > 45 outflow	14 %	16 %
Average number of years with the company	8.1	8.1

In our company, employees with a temporary contract and regular part-time employees receive the same benefits as full-time employees.

All employees have accident insurance with life and disability/invalidity coverage and are eligible to purchase coverage in the collective health and dental insurance system. All employees are entitled to maternity/paternity leave and Witteveen+Bos contributes to their retirement provision. Additionally, all part-time and full-time employees are eligible to participate in the life-course savings scheme. This is a tax-friendly saving system for study leave, career's leave or sabbatical leave. Temporary employees cannot become shareholders in the company.

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 of employees and to external seminars, workshops and training sessions. As the different business segments have specific training needs and training programs that are not centrally managed, Witteveen+Bos does not expect that it will be able to report enterprise-wide statistics for the yearly average number of training hours. In 2009, Witteveen+Bos spent over € 700,000 on leadership and employee development.

Table 7: Internal training and trainees at Witteveen+Bos

	2009	2008
Number of employees that received internal training	654	585
Money spent on training per employee	€ 851	€ 912
Number of trainees	139	127

... Diversity and equal opportunity

The approximate breakdown of employee total by gender was 74 % male and 26 % female, representing a slight increase in female employees compared to 2008 and 2007. Witteveen+Bos does not register composition of governance bodies according to gender or age group. Witteveen+Bos does not register minority group membership.

Performance 2009

Our main objectives for 2009 were to embed CSR principles in products and services, to increase the number of women in key positions, to publish a corporate responsibility report according to GRI principles, to develop a vision on Corporate Social Responsibility and to reduce our per capita carbon emissions.

... Embed CSR principles

Together with partner organisations from Denmark, Sweden and France Witteveen+Bos started the 'sustainable cities' innovation programme in 2009, in which we work together to develop design principles, process steps and assessment indicators for sustainable development of cities. To show employees the benefits and opportunities of CSR in projects, we have developed a sustainability 'quick scan' for projects. To reduce the impact of our designs, we offer our clients a carbon-neutral or carbon-friendly alternative based on a life-cycle emission calculation. The CSR principles were discussed at various levels within the company throughout the year.

... Design basis

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs (Brundtland, 1987). For Witteveen+Bos, this definition is the basis for all its consultancy services. We have adopted six design principles:

- we endeavour to make our designs nature-based and climate-proof
- we employ the Trias principle for our sustainable solutions
- we strive to regard the entire chain of processes and projects in its coherence
- we endeavour to allocate the right function to the right place and search for the optimum use of existing values, both on the surface level and underground
- we recognise the importance of public participation from stakeholders and end users when it comes to decision-making in the design process
- the wellbeing of human beings - physiological needs, safety, social contact, respect from others and self-actualisation - is our basic principle for the design process.

... Women in key positions

Witteveen+Bos employees can develop their careers by focusing on either the development of professional skills, management and coordination, or commercial skills. Those employees who have proven to be assets to the company are invited to become senior shareholders (partner or senior partner) within the company. In 2009 we defined 'key positions' as being a senior shareholder. The number of female senior shareholders has increased from three in 2008 to four in 2009. Though this is a significant increase, the number is still unsatisfactorily low. Therefore, in 2009 we implemented a coaching programme for high potential females. In this programme fourteen high potential females were linked to a key manager within the company. Together they drew up targets and guidelines on how to achieve these targets. Some general conclusions were drawn and recommendations for female consultants were offered.

... Reporting and vision development

Both the 2008 Corporate Responsibility Report and the current 2009 report are based on GRI principles (Level C). This report includes additional environmental and social key performance indicators. In workshops with senior partners and the Works Council, we have taken a step forward towards the development of an integral vision on Corporate Social Responsibility.



... Carbon footprint

The Witteveen+Bos carbon footprint for 2009 takes emissions from the company's offices and employees in the Netherlands into account. While it also includes our subsidiaries in the Netherlands, it excludes emissions related to the workplaces of employees seconded to our clients' offices. The Witteveen+Bos carbon footprint for 2009 includes scope 1, 2 and 3 emissions and was verified by KEMA, a certification company accredited by the Council of Accreditation for the verification of CO₂ and NO_x-emission reports.

In 2009 Witteveen+Bos used the ProRail emission factors (Memorandum 'CO₂-conversiefactoren ProRail versie 1, mei 2009') to calculate of the company's footprint. These emission factors differ from the emission factors used to calculate the 2008 carbon footprint. Previous emission inventories were therefore recalculated with the emission factors used for the year 2009.

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

	2009	2008	2007
Electricity	1,076 (28 %)	828 (17 %)	849 (22 %)
Heating	384 (10 %)	284 (10 %)	258 (7 %)
Paper	43 (1 %)	36 (3 %)	44 (1 %)
Public transport	328 (8 %)	218 (2 %)	181 (5 %)
Business car travel	1,097 (27 %)	1,148 (26 %)	1,211 (32 %)
Business air travel	620 (15 %)	908 (29 %)	807 (21 %)
Commuter travel by car	459 (11 %)	429 (13 %)	478 (12 %)
Total	4,007 (100 %)	3,851 (100 %)	3,827 (100 %)

The average number of employees per year (in FTE) rose from 766 in 2008 to 815 in 2009. The CO₂ emissions per capita decreased from 5.03 tons of CO₂ in 2008 to 4.92 tons of CO₂ in 2009.

In our business operations we focused on energy-efficiency in our offices, reduction of travel by car and raising awareness among our employees. We have achieved our objective to reduce our per capita carbon footprint by 5 % in 2009 compared to 2008, and in fact reduced it by 10 % overall.

The following initiatives were taken in 2009 to reduce greenhouse gas emissions:

- leasing energy-efficient, electric or hybrid cars
- stimulating the use of public transport for commuter and business travel
- stimulating the use of bicycles for short distance commuter travel and business travel
- purchasing, installing and stimulating the use of video-conferencing equipment.

All carbon emissions related to transport throughout 2009 have been compensated for by means of Voluntary Carbon Standard credits generated in an Indonesian geothermal power plant project (VCS Gunung Salak Geothermal Power Plant Project, Indonesia). The credits have been generated as part of a project to upgrade the production capacity of an existing geothermal power plant in Indonesia. This power plant generates emissions-free electricity for the Indonesian power grid. Greenhouse gas emission reductions are achieved by updating the power plant's production capacity, thereby ensuring that fossil fuels (coal) do not have to be used to satisfy the growing energy demand in Indonesia.

Our objectives for 2010

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

Our product innovation addresses the challenges of today: climate change and climate adaptation, clean water and new energy solutions. Our main focus is to embed sustainable design principles in our daily practice. We intend to achieve this by means of in-company courses and workshops, presentations and debates in which we will focus on the translating sustainable design principles into practical solutions, tools and guidelines. In the near future, our engineering will be based on these six principles:

1. We endeavour to make our designs nature-based and climate proof. Our designs take the natural environment into account 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: to limit the demand and avoid unnecessary use
 - step 2: to use renewable resources
 - step 3: to 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 from stakeholders and end users when it comes to decision-making in 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.

Actions and objectives for 2010:

- to promote the Witteveen+Bos sustainable design principles within the company and implement at least two major pilot projects
- to implement a sustainability check for planning purposes in at least one urban planning and one area development project.



... Priority 2: Education and research

Witteveen+Bos contributes to education and research in the field of engineering. We value high quality engineering and understand that innovation requires regular investments in education and research. Various educational and research programmes are initiated or supported by Witteveen+Bos.

Actions and objectives for 2010:

- to promote internal research projects for the development of sustainable products and services
- to involve young talented engineers in new, innovative projects
- to continue to invest in education, research and traineeships
- to actively contribute to national research initiatives in the field of sustainable development.

... Priority 3: Being a preferred employer

Witteveen+Bos aims to be a preferred employer. We facilitate this by supporting workforce diversity, discussing employee satisfaction and increasing the number of internal training programmes.

Actions and objectives for 2010:

- to carry out an exit audit to analyse employees' reasons for leaving the company
- to monitor the implementation of the revised employee regulations
- to monitor the results of our 2009 coaching programme for female engineers and consultants.

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

Witteveen+Bos calculated the carbon footprint of the company's business operations in the Netherlands in 2009 by means of the ProRail emission conversion factors. CO₂ emissions from our operations from 2007 onwards were converted. According to the ProRail 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.

Actions and objectives for 2010:

- to implement our energy-efficiency and mobility programmes and introduce renewable energy sources (if applicable)
- to reduce the carbon footprint of the company's business operations in the Netherlands. By 2020 we want to have reduced emissions by 30 % per capita in comparison with 2007 levels
- to report twice a year on our progress with regard to attaining the emission reduction target.

Our daily practice

... Sustainability

Sustainable development is a key issue in today's world as we deal with climate change, the credit crisis, depleting resources and social unrest. Witteveen+Bos is continuously developing knowledge and expertise regarding sustainable development. Several Witteveen+Bos groups are focusing on different aspects of sustainability. Examples are the cradle-to-cradle knowledge group, the sustainable use of subsoil and the 'sustainable cities' knowledge cluster within the Strategic European Expertise Network.

... Golden rose

The 'Golden rose' is a decision support tool for area development, developed by Witteveen+Bos. The tool determines the level of sustainability, the financial results of the parties concerned and the social consequences for different alternatives of area development. The results are visualised, so that an effective comparison between all the aspects can be made. By linking the results of all the aspects, the tool helps to decide whether the development benefits the community, how it can be realised and where the potential problems lie.

... Energy factory

Under the umbrella of the Energiefabriek.com sustainable initiative, Witteveen+Bos designed several energy-neutral wastewater treatment plants and prepared business cases to determine financial feasibility. Theoretically, these so-called 'energy factories' can even generate power and heat for external applications, for example for centralised city heating, the upgrading to natural gas quality, or the production of liquid biogas. Beside energy neutrality or production, less sludge (waste) is produced at these wastewater treatment plants. The design and feasibility of such an 'energy factory' depends on local circumstances and the application of innovative technology. With only minor additional costs, energy neutral or producing wastewater treatment seems attainable.

... Aquifer thermal energy storage (ATES)

Aquifer thermal energy storage (ATES) is a method for delivering sustainable energy using groundwater as a storage medium. In summer, groundwater is extracted from a well and used to cool buildings. The extracted groundwater receives the heat from the building and is infiltrated in a second well (the 'warm' well). During winter, the process is reversed: the relatively warm water is extracted from the 'warm' well and used to heat buildings. The groundwater is cooled and injected into the 'cold' well. ATES efficiently uses ambient energy to cool and heat buildings and is highly cost efficient, with break-even points taking between two to ten years to reach. ATES also has a positive environmental impact, leading to considerable reduction in emission of CO₂.

... Improved building site preparation

Witteveen+Bos is actively involved in the Beter Bouwen, Beter Wonen (3BW) knowledge platform, which aims to improve practices in building site preparation. Conventional practice in building site preparation often lacks a sustainable perspective. Instead of a long-term vision focused on sustainable solutions, the design process is dominated by short-term investments. After completion of a project, this often leads to problems for municipalities and future home owners with land subsidence and malfunctioning drainage systems. Together with its partners, Witteveen+Bos has developed an ambitious approach towards long-term driven building site preparation, which is both sustainable and cost-effective.



... Semarang

Dutch polder know-how was used by Dutch and Indonesian engineers in the Semarang pilot area. The objective is to prevent flooding of this low-lying urban delta in Indonesia. With a modest investment and a limited management and maintenance budget, the living conditions of 85,000 people are being significantly improved. We drew up the design and specifications after being contracted by Partners for Water.

... Columbus quarter in Almere

The Columbus quarter was built in Almere, the Netherlands. Sustainability was an important criterion for the municipality, both physically/ecologically and socially/economically. The district has 550 dwellings with public facilities and is largely car-free. Witteveen+Bos was a member of the design and construction team all the way from submission of the tender to delivery of the project. An important principle underlying the planning programme was a children's path that has been provided with several educative and attractive themes. The design is characterised by the surface run-off of rainwater to water bodies, the cleaning effect of the infiltration paving and the use of high-quality materials.

... Sustainable research into subsoil

The Limburg provincial government and water company Waterleiding Maatschappij Limburg (WML) commissioned Witteveen+Bos, in cooperation with CLM Research and Advice and KWR Watercycle Research Institute, to study the decomposition and transport of pesticides in the limestone aquifer in Limburg for seven drinking water extraction sites. The purpose of the study was to obtain a greater insight into the source and behaviour of pesticides in the subsoil in order to identify effective measures and the places where they will be most productive.

... Traffic evacuation model in Haaglanden

A traffic evacuation model has been developed by Witteveen+Bos to provide insight into potential traffic bottlenecks in the event of large-scale evacuations before and during possible floods. The model combines flood characteristics, accessibility of the road network, evacuation behaviour and traffic flow, such as congestions. The model has been used for the 'Haaglanden' region in the western Netherlands. Different evacuation scenarios can be evaluated so that an effective evacuation plan for maximising the number of evacuees brought to safety can be developed.

... Drinking water for the world

Two students from Witteveen+Bos, Wikke Novalia and Nadine Diane Tchetskoua Wacka, developed a decision-making tool which helps to decide which method is best to improve drinking water for households in the Third World. For those who advise on systems for home water treatment in rural areas, this tool provides current information on simple situation-specific methods to improve drinking water. By sponsoring Aqua for All, a foundation that strives to improve drinking water and sanitation in the Third World, we support the global ambitions in this field.

... Algae technology

Witteveen+Bos is a key player in algae technology in the Netherlands. We have developed several solutions in which algae are used to recover nitrogen and phosphorus from wastewater. This is used to develop valuable products, such as sustenance for fish/cattle, polymers for bioplastics and biofuel.

UN Global Compact table

In 2009 Witteveen+Bos continued to commit to Corporate Social Responsibility and increased efforts to contribute to sustainable societies. Our objectives and intentions for 2009 were listed in the Corporate Responsibility Report for 2008. Our UN Global Compact Communication on Progress (CoP) is integrated into our existing communication with stakeholders via the annual Corporate Responsibility Report.

UN Global Compact principles	Key actions on progress
1. Businesses should support and respect the protection of internationally proclaimed human rights.	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. According to the Global Compact's understanding, respecting human rights also means creating safe and effective working conditions for employees. At Witteveen+Bos we value employees as our most important asset.
2. Businesses should make sure that they are not complicit in human rights abuses.	Complicity in human rights abuses has not been reported in 2009. Procedures for monitoring and reporting human rights abuse are not in place yet. Our Code of Conduct has been translated into English for distribution among our employees outside the Netherlands.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Witteveen+Bos is an employee-owned company. Through shareholders meetings, the employees are able to influence company policy. Furthermore, employee involvement is guaranteed through the Works Council. The Works Council looks after the interests of all Witteveen+Bos employees. Further information can be found on page 6.
4. Businesses should support the elimination of all forms of forced and compulsory labour.	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.
5. Businesses should support the effective abolition of child labour.	
6. Businesses should support the elimination of discrimination in respect of employment and occupation.	Witteveen+Bos is convinced that staff diversity is a key success factor in generating innovation and competitiveness. In 2009 Witteveen+Bos worked actively on appointing more women to key positions. Information on progress can be found on page 10.
7. Businesses should support a precautionary approach to environmental challenges.	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 2009 we introduced sustainable design principles. In 2010 we will promote the sustainable design principles within the company and implement at least two major pilot projects. We will implement a sustainability check for planning purposes in at least one urban planning and one area development project, and set up a 'sustainable development' internal training module.
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.	We will not engage in bribery and will not accept an assignment which has been assigned to us on dubious grounds. We reject payments which can 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. In 2009 no incidents were reported.

GRI index

Table 9: GRI index

GRI reference	Description	References in Corporate Responsibility Report	Page
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3.2	Date of most recent report	November 2009	
3.3	Reporting cycle	Annual	
3.4	Contact point for questions regarding this report or its content	H.E. Nieboer, Director info@witteveenbos.nl	
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EN4	Indirect energy use by source	Table 2: Consumed energy	8
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	14
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Our objectives for 2010	12
EN16	Total direct and indirect green house gas emissions by weight	Table 3: Emissions per activity and/or source in tons of CO ₂	8
EN17	Other relevant indirect greenhouse gas emissions by weight	Table 3: Emissions per activity and/or source in tons of CO ₂	8
EN18	Initiatives to reduce GHG emissions and reductions achieved	Performance 2009, Our objectives for 2010	10, 12
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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	9
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Table 6: Benefits provided to employees	9
LA10	Average hours of training per year per employee by employee category	Table 7: Internal training and trainees at Witteveen+Bos	9
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	Diversity and equal opportunity; (minority group members are not registered as such)	9

Addresses

The Netherlands Witteveen+Bos Raadgevende ingenieurs B.V.

Deventer

Head office
Van Twickelostraat 2
Postbus 233
7400 AE Deventer
the Netherlands
t +31 570 69 79 11
f +31 570 69 73 44

Office building 'Leeuwenbrug'

Leeuwenbrug 8
Postbus 233
7400 AE Deventer
the Netherlands
t +31 570 69 75 11
f +31 570 69 71 23

Office building 'Stationsplein'

Leeuwenbrug 27
Postbus 233
7400 AE Deventer
the Netherlands
t +31 570 69 75 11
f +31 570 69 99 48

Almere

Louis Armstrongweg 6
Postbus 10095
1301 AB Almere
the Netherlands
t +31 36 548 29 00
f +31 36 533 38 33

Amsterdam

Hoogoorddreef 56 F
Postbus 12205
1100 AE Amsterdam
the Netherlands
t +31 20 312 55 55
f +31 20 697 47 95

Breda

Willemstraat 28
Postbus 3465
4800 DL Breda
the Netherlands
t +31 76 523 33 33
f +31 76 514 44 42

Den Haag

Alexanderstraat 21
Postbus 85948
2508 CP Den Haag
the Netherlands
t +31 70 370 07 00
f +31 70 360 00 98

Heerenveen

K.R. Poststraat 100-3
Postbus 186
8440 AD Heerenveen
the Netherlands
t +31 513 64 18 00
f +31 513 64 18 01

Maastricht

Leidenlaan 16
Postbus 1080
6201 BB Maastricht
the Netherlands
t +31 43 328 12 22
f +31 43 325 37 99

Rotterdam

Willemskade 19-20
Postbus 2397
3000 CJ Rotterdam
the Netherlands
t +31 10 244 28 00
f +31 10 244 28 88

Belgium

Witteveen+Bos Belgium N.V.
Posthoflei 5-1
2600 Antwerpen-Berchem
Belgium
t +32 3 286 75 75
f +32 3 286 86 01
e info@witteveenbos.be

Indonesia

Witteveen+Bos Raadgevende ingenieurs B.V.
Park View Plaza, 6th floor
Jl. Taman Kemang no. 27
Kemang - Jakarta Selatan 12730
P.O. Box 1687 JKS 12016
Indonesia
t +62 21 719 12 82
f +62 21 719 12 83
e info@witbo.co.id

Latvia

SIA Witteveen+Bos Latvia
Torna iela 4, III-C, App. 203
1050 Riga
Latvia
t +371 6 722 31 44
f +371 6 722 38 30
e witbo@apollo.lv

Russia

Witteveen+Bos Russia B.V.
Nab. Reki Moyka 24, Office 16
191186 St. Petersburg
Russia
t +7 812 570 02 13
f +7 812 312 71 45
e spb@witbo.ru

Witteveen+Bos participations

Adviesbureau Noord/Zuidlijn V.O.F.

Postbus 233
7400 AE Deventer
the Netherlands
t +31 570 69 75 11
f +31 570 69 99 48

TEC Tunnel Engineering Consultants V.O.F.

Barbarossastraat 35
Postbus 108
6500 AC Nijmegen
the Netherlands
t +31 24 382 04 30
f +31 24 322 95 89
e info@tec-tunnel.com

Kazakhstan

Witteveen+Bos Kazakhstan B.V.
Aktau
Building 39B(PUS), 3rd floor
Microdistrict 8
130000 Aktau
Republic of Kazakhstan
t +7 7292 30 04 50
f +7 7292 30 04 51
e aktau@witbo.kz

Atyrau

Novaya Street 2
060005 Atyrau
Republic of Kazakhstan
t +7 7122 32 01 20 / 97 00 69
f +7 7122 97 00 70
e atyrau@witbo.kz

WBK Castor LLP

Aktau
Building 39B(PUS), 3rd floor
Microdistrict 8
130000 Aktau
Republic of Kazakhstan
t +7 7292 30 04 50
f +7 7292 30 04 51
e aktau@witbo.kz

Almaty

Tattimbet 400 A
050020 Almaty
Republic of Kazakhstan
t +7 7273 87 10 20
f +7 7273 87 37 57
e almaty@witbo.kz

Railinfra Solutions V.O.F.

Juffaseweg 1
Postbus 24088
3502 MB Utrecht
the Netherlands
t +31 30 283 39 00
f +31 30 283 39 01
e info@railinfrasolutions.nl

Colophon

Editing and design

Corporate communications and studio Witteveen+Bos

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Jurriaan Nijkerk

Studio Witteveen+Bos

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environment

partnership



ambition



challenges

participation