

2019 Statement of continued support

RESPONSIBLE & SUSTAINABLE BUSINESS

As a collective of engineers, consultants and project managers, Royal HaskoningDHV has a deeply rooted understanding of the physical and social environment. In our everyday work we digitally transform this ingrained knowledge to create efficient designs that both minimise negative environmental impacts and maximise positive social impacts and society's resilience to climate change.

We recognise that the challenges the world faces, as captured in the UN Sustainable Development Goals, need to be addressed urgently, and can only be tackled by enacting systemic change in the way we conduct business. We aim to have a direct impact on society by going beyond the Triple Bottom Line framework:

- From managing stakeholders, to partnering with stakeholders.*
- From managing environmental impacts, to improving the environment.*
- From saving money, to creating economic value for the community.*

Our promise is to 'Enhance Society Together' with our clients and other stakeholders through innovation and co-creation. This is a commitment we choose to make; because we believe this is the only viable business model. Business has an instrumental role to play in shaping a society that is good for people, the environment and the economy. We focus our impact in areas that we master and can actively influence to contribute to a relevant selection of UN Sustainable Development Goals (SDGs).

Our ambition is to leverage our Products & Services and our own Operations to contribute to inclusive sustainable development with our clients and partners.

We set targets, measure performance and report on Responsible & Sustainable Business (RSB) globally. Our ambitions are described in the Sustainability Policy Statement and RSB Charter, and in the RSB Plans and Actions of our businesses and supporting units / corporate groups.

As concern mounts over the accelerating impact of climate change and the urgent need for energy transition, our mission is more relevant than ever. Coupled with our multidisciplinary expertise across water, energy, industry and transport, our company is in an excellent position to deliver distinctive new services and solutions to meet these challenges and enhance society.

Our policies and Global Code of Business Principles incorporate and support the ten principles of UN Global Compact. This is also reflected in our CR policy, integrity management system and our HR policies and practices.



Erik Oostwegel
CEO Royal HaskoningDHV

Amersfoort, 21 May 2019

The [Responsible & Sustainable Business Update](#) is an integrated part of our [Annual Report](#) and provides further information on topics contained in the Annual Report 2018 website and Financial Statement. It provides additional detail and depth to ensure transparency on progress and performance from 1 January to 31 December 2018.

For more information and examples we invite readers to visit our website, www.royalhaskoningdhv.com, and view our news, annual reports and policies. We are always interested in your feedback. Please contact us on info.cr@rhdhv.com.

Company Profile

Royal HaskoningDHV has been connecting people for 135 years. Together, through our expertise and passion, we have helped contribute to a better society and improved people's lives with work underpinned by our sustainable values and goals.

We are an independent, international engineering and project management consultancy leading the way in sustainable development and innovation.

Our ambition is to run a financially healthy business by putting our collective intelligence into practice with clients and partners to have a positive impact on people, our living environment and the economy.


We are commercial savvy engineers, project managers and consultants who design smart cities, airports, ports, buildings and more; making them more environmental friendly and healthier. We reinvent industries through co-creation, for example clean energy and fresh water. We use smart data and we digitise information flows and models connecting the digital world with the physical world we live in. We drive inclusive sustainable development with our clients in areas that we master and can actively influence. Our purpose is to *Enhance Society Together*.

6,000 colleagues, working from around 100 permanent offices in more than 30 countries on projects in some 150 countries, are committed to our purpose to enhance society together.

We are eager to co-create and benefit from the latest technology in order to grow our collective societal intelligence. We put this intelligence into practice to have a positive impact on people, the economy and the environment. As innovators, being smart with resources and digital technology, we challenge the status quo, ask questions,

Connecting lives is our history and our future. We are connected through a passion to work on projects that matter and to engineer solutions for our clients that go beyond the original brief. We are connected through work that is enhancing society, contributing to a more sustainable future for our children and our children's children.

Communications on progress 2018 – UN Global Compact Principles (from 1-1-2018 to 31-12-2018)

	Acting Responsible and Sustainable	Progress Update & Cross references
GENERAL	<ul style="list-style-type: none"> The UN Global Compact principles are included in our CR and Integrity policies and management systems, and in our Global Code of Business Principles. Royal HaskoningDHV continuously raises awareness and monitors compliance with the management systems (including but not limited to Integrity, Labour, Health and Safety, Environment) and the Global Code of Business Principles worldwide. The Global Code is available in 10 languages and distributed to all staff. The governance of CR and Integrity is described in the CR Statement. Issues and incidents are reported at least quarterly and investigated and responded to – under supervision of the Executive Board and the Supervisory Board. Third party due diligence is executed to work on a clean supply chain. In all meetings an Integrity Moment is mandatory to stimulate transparency and to share lessons learnt (Prevent and Protect). In the Annual report and the additional Responsible and Sustainable Business Update, the program and actions for 2018 are presented and evaluated. In addition, the plans for the coming year (2019) are shared. This covers all items of the UNGC principles. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GR1 Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - In 2018 SGS, an external audit firm, has reviewed Royal HaskoningDHV's Integrity Management System and Program as required by the Anti-corruption Compliance System Certificate. It means that the company continues to work under this prestigious 'best practice' certificate that is managed by ETHIC Intelligence. The certificate includes commitment to all aspects of the UN Global Compact. <p>Links cross references: www.royalhaskoningdhv.com:</p> <ul style="list-style-type: none"> - Global Code of Business Principles - Business Principles for Partners and Suppliers - CR / Responsible and Sustainable Business Policy Statement - Integrity Management System (Anti-Corruption Management System) <ul style="list-style-type: none"> - Speak Up Line - Anti-Slavery and Human Trafficking Policy/UK Modern Slavery Act - Link: ETHIC Intelligence Anti-Corruption Compliance System Certificate. 

<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<ul style="list-style-type: none"> • Respecting human rights is a business condition to our company. In our Global Code and in the Business Principles for Partners and Suppliers human rights are included. • However, permanent monitoring related to human rights conditions take place in all countries in which we do projects, to ensure we act according to our principles and to try to have a positive effect, even if our impact is small. • To take our responsibility in the supply chain we assess the policies and operations of our Third Parties. • Monitoring and audit of the protection of human rights are fully integrated in our Integrity Management System. The system is independently audited and awarded with the ETHIC Intelligence Certificate. • Providing healthy and safe working conditions are key values in our human resource management. Worldwide we are OHSAS 18001 – International Health and Safety standard – certified. This management system includes Travel security and incident management. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. In all countries, where Royal HaskoningDHV has permanent presence, are Local Compliance Officers (LCO's) appointed. - No violations have been reported in 2018. <p>Links cross references: See 'GENERAL'</p>
<p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses .</p>	<ul style="list-style-type: none"> - In the compliance reports and through the Speak-up line. - We will continue to execute and develop our Integrity Management System and reporting, and also to raise awareness on the importance of speaking-up (directly, or through our anonymous reporting system). - By executing frequent internal audits in our operations and project locations RHDHV prevents for abuse. - Third party integrity risk assessments are executed on the start of all new projects. - Monitoring during the project execution is integrated with the Integrity Moments. - At the project closure an integrity evaluation takes place. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - No violations have been reported in 2018. <p>Links cross references: See 'GENERAL'</p>
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<ul style="list-style-type: none"> - We subscribe to the conventions of the International Labour Organisations (ILO). - We have a global HR policy and an international HR management team and system, which enables us to recognise labour related issues worldwide. - A global job positioning system (GPS) is in place to create transparency and equal opportunities for careers for all staff. - Our works councils and representatives are actively engaged. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - UPDATE: In 2016 the worldwide employee engagement survey took place. Employees could freely give their impressions and meanings. In 2018 we performed regularly pulse checks to monitor progress, on topics mentioned in the Employee Engagement Survey, where employees could freely express their opinion. - No violations have been reported in 2018. <p>Links cross references: See 'GENERAL'</p>
<p>Principle 4: Businesses ensure the elimination of all forms of forced and compulsory labour.</p>	<ul style="list-style-type: none"> • This is managed and monitored with our HR management system as well as through our Integrity Management System (Speak up). We work in countries in which forms of forced labour do occur. We do not accept any involvement in this. Neither this accepted from any of our clients or Business Partners and Suppliers. • The content of the UK Modern Slavery Act applies to all our operations worldwide. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - No violations have been reported in 2018. <p>Links cross references: See 'GENERAL'</p>
<p>Principle 5: Businesses ensure effective abolition of child labour.</p>	<ul style="list-style-type: none"> • This is managed and monitored with our HR management system as well as through our Integrity Management System (Speak up). We work in countries in which forms of child labour do occur. We do not accept any involvement in this. Neither this accepted from any of our clients or Business Partners and Suppliers. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - No violations have been reported in 2018. <p>Links cross references: See 'GENERAL'</p>

<p>Principle 6: Businesses should eliminate discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> • Diversity and equality is a key value in our company and reflected by our Global Code of Business Principles. It is part of our HR management and Integrity Management. • The Supervisory Board sees inclusion and diversity as one of its focal points. - Our global career positioning system (GPS) supports transparency and equal opportunities for careers. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - Two incidents have been reported in 2018 to the Local Compliance Officer. Investigation by Group Integrity & Compliance took place and sanctions were given. <p>Links cross references: See 'GENERAL'</p>
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p>	<p>We actively promote taking a precautionary approach to environmental challenges in our projects in cooperation with clients and partners. It is part of our business approach as is illustrated in our annual report (enhancing society together) and CR Statement.</p> <ul style="list-style-type: none"> - This is included in our ISO14001 certificate. We were the first engineering and consultancy company in the Netherlands to be successfully audited against the new ISO 14001:2015 - To walk-the-talk and embed Enhancing Society Together in our daily practice, we ask 4 Questions in every project to keep our focus on sustainable growth. By asking these four simple questions, we go beyond the original brief and encourage our clients to join us in identifying how we can do things better and more sustainably, for their benefit and for society to Enhance Society Together. These 4 Questions have been integrated in the work procedures. - In our operations, we measure the ecological footprint of our offices and business travel; we set targets and carry out action plans for the reduction of CO2 equivalent emissions. - Enhance Society Together is promoted via our regular communication channels and social media. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - No violations have been reported in 2018. <p>Links cross references:</p> <ul style="list-style-type: none"> - See 'GENERAL' - Our regular communication channels: <ul style="list-style-type: none"> - Our RHDHV website: <ol style="list-style-type: none"> 1. Projects Highlights 2. News Room 3. Papers & Articles - Via Social Media: <ol style="list-style-type: none"> 1. LinkedIn 2. Twitter 3. Facebook

<p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;</p>	<p>The SDG match with our CSR Priorities. We focus where we can add most value. Key to our CSR strategy is the desire to focus our impact in areas that we master and actively influence and, through that impact, contribute to particular UN Sustainable Development Goals (SDGs) in our Projects and in our Operations.</p> <p>The 4 Questions continued to support our teams to discuss better solutions with the client. Our on-going projects, the SDGs and the 4 Questions which we ask in every project to keep our focus on sustainable growth to Enhance Society Together are all interrelated.</p> <ul style="list-style-type: none"> - Under the coordination of the Operational Excellence Steering Committee and the hackathon teams, we continuously look for new solutions and technologies, with the ambition to increase environmental efficiency and performance and sustainable digital solutions. - Within our businesses we employ environmental specialists that integrate environmental management in our engineering consultancy projects. They share knowledge internationally (Knowledge Management program). - As is custom, Corporate Responsibility and Sustainability (people, planet, profit) were included in many training modules, to develop skills and awareness, and to communicate our ambition of showing leadership in sustainability. 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - Links cross references: See 'GENERAL'
<p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>With our business- and market position, we are very well able to distribute environmentally friendly technologies across the globe. You could say that this is our core business.</p> <ul style="list-style-type: none"> - Besides distribution, we focus on development of new solutions as well (innovation): - To make our SDG contribution relevant and actionable we use our 4 Questions to Enhance Society Together Innovation is steered by the Technical Directors (tools and support for innovation across market sectors). - Our cleaner technologies are shared and promoted internationally and implemented worldwide (e.g. Nereda, an innovative and efficient water treatment technology). 	<ul style="list-style-type: none"> - Our Responsible and Sustainable Business Update 2018 (CSR/Sustainability Update) including GRI Table 2018 and Our Annual Report 2018 show how we Enhance Society Together in practice. - We continued our long-term relationship with several universities. - Our partnership (SDG17) strategy focuses on influencing policy frameworks and cross-industry transformation. - Royal HaskoningDHV earned several awards in 2018 for clean technologies, and promoted new and cleaner technologies at conferences and events. <p>Links cross references:</p> <ul style="list-style-type: none"> - See 'GENERAL' - See our website: awards & nominations and our news pages.

Principle 10:

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

- Integrity and anti-corruption is key to our business and our (moral) license to operate. We have **zero tolerance** towards corruption. This vision is translated in, and safeguarded by our Integrity management system, which includes clear instructions and guidelines, definitions, the role of our Group Compliance Officer and **Local Compliance Officers**, reporting structures, anonymous **SpeakUp line**, a living IMS Reference Book, training, and an integrated approach to internal and external auditing.
- Local Compliance Officers reported on issues quarterly to their Resident Director and the Group Integrity & Compliance Officer. The GCO reported monthly to the Executive Board and quarterly to the Supervisory Board.
- We continue creating awareness on risks and to comply with the requirements of our externally provided **Anti-corruption compliance certificate**.
- [Our Responsible and Sustainable Business Update 2018](#) (CSR/Sustainability Update) including [GRI Table 2018](#) and [Our Annual Report 2018](#) show how we Enhance Society Together in practice.
- UPDATE: In 2018 the integrity and anti-corruption and anti-bribery was continuously promoted and communicated internally during on boarding sessions with new employees, interactive sessions with project managers and during the mandatory **Integrity Moment** in all our management meetings.
- In 2018 special focus is given to anti-corruption initiatives in our supply chain which will be continued in 2019 by implementing an automated support system for third party due diligence. **Third Party Due Diligence** is made an essential part of our Pre-qualification and Proposal process.
- In 2018 a mandatory e-learning for sub-contractors and suppliers is introduced. It covers all aspects of responsible business and the Principles of the UN Global Compact.
- In 2018 several incidents of violations and non-compliances were reported by our Compliance Officers during the year. Most issues were minor concerns that have been evaluated and/or investigated, and appropriate mitigating measures have been taken for correction and prevention. The company was in none of the reported issues actively involved in corrupt practices, extortion or bribery.
- The company, nor its executives or other staff were subject to investigations or prosecution by any Authority.
- **No violations have been reported in 2018.**

Links cross references: See 'GENERAL'