

Leidschendam, 20 September 2022
Ref.: MRH/PCB/hco/049/22

**Subject: Implementation of the principles of the UN Global Compact Communication
on Progress**

To our stakeholders,

I am pleased to confirm that Fugro reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Mark Heine
Chief Executive Officer

Leidschendam, 20 September 2022
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on Progress**

In 2021 Fugro became a member of the United Nations Global Compact. Fugro actively supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

Fugro annually reports on all its sustainability efforts in our annual integrated report. In the connectivity table in this letter we have stated where specific information on each of the Ten UNGC Principles can be found, including qualitative or quantitative measurements of results.

The last page of this COP includes a statement signed by Fugro's CEO expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles.

A short summary of our progress in 2021 is given hereafter.

- Fugro launched its global safety programme '3S Together' centred around the conduct that everyone in Fugro must follow in order to work safely, every day (*Principle 1*).
- Fugro's diversity roadmap is currently focused on gender diversity and inclusive behaviour in the widest sense. In 2021, the company was successful in attracting women for several key senior management positions, both at corporate and regional level. A female leadership programme called U.WiL (Women in Leadership) was launched worldwide (*Principle 6*).
- A gender pay gap analysis was performed on two levels: the gender pay gap and the equal pay gap. The gender pay gap analysis showed some disparities that can mainly be explained by the relative under-representation of women in middle management and subject matter expert roles (*Principle 1 and 6*).
- From the 2021 Living wage assessment it was concluded that overall fair remuneration was applied and living wage minimums were respected. A small number of exceptions was found, which have been addressed (*Principle 1 and 6*).

- Early 2021 Fugro announced its targets to become net-zero by 2035 covering all direct and indirect emissions from its operations (scope 1 and scope 2 emissions). To support this goal, Fugro has formally committed to setting science-based targets on its absolute CO2 emission reduction in line with the Science Based Targets initiative (SBTi) (*Principle 7*).
- Fugro is leading the consortium MEnEnS (Methanol as Energy Step Towards Emission-free Dutch Shipping) aimed at the development of methanol as a low-carbon shipping fuel. The 22 cooperating partners in the consortium represent the complete breadth of the Dutch maritime sector, from equipment suppliers, designers, shipbuilders to ship owners. Fugro plans to complete the first green methanol conversion for its survey vessel Fugro Pioneer in 2023 (*Principle 8 and 9*).
- In 2021, Fugro has undertaken a biodiversity impact assessment of its activities and resulting potential effects on biodiversity. In addition, the company actively engages with its stakeholders and contributed to the International Marine Contractor Association (IMCA) Recommended Code of Practice on Environmental Sustainability (*Principle 7*).
- Fugro signed a strategic partnership with the Intergovernmental Oceanographic Commission of the UNESCO and accepted the invitation to join the Ocean Decade Alliance. This partnership includes the secondment at Fugro's costs of a geo-data expert to the Ocean Decade program in UNESCO's offices in Paris. Fugro also continued its support of The Nippon Foundation-GEBCO Seabed 2030 project, with approximately 522,000 km2 of Fugro in-transit bathymetry data contributed over the course of the year, bringing our total contribution to over 2 million km2 mapped ocean floor of data. (*Principle 9*).
- In May 2022 Fugro endorsed the UN Global Compact Sustainable Ocean Principles framework for responsible business practices in the Ocean across sectors and geographies (*Principle 7, 8 and 9*).
- In 2021, an updated version of the Code of Conduct was published. Issues experienced by staff or external stakeholders related to elements of the Code of Conduct can be addressed through Fugro's speak-up ('whistleblower') procedure (*Principle 10*).



Peter Burger

Global Director Safety & Sustainability

2022 SUMMARY FUGRO COMMUNICATION ON PROGRESS

PRINCIPLE	DESCRIPTION	FUGRO ANNUAL INTEGRATED REPORT 2021
Human Rights		
Principle 1	Support and respect the protection of internationally proclaimed human rights	Chapters 'Diversity & Inclusion' p47, 'Code of Conduct', 'Human Rights', 'Compliance' p54: references Fugro's Human Rights policy, ILO, OECD guidelines and Global Compact, Speak-up procedure.
Principle 2	Exclusion of human rights abuses	Chapters 'Diversity & Inclusion' p47, 'Code of Conduct', 'Human Rights', 'Compliance' p54: references to Fugro's Human Rights policy, ILO, OECD guidelines and Global Compact, Speak-up procedure
Labor		
Principle 3	Uphold the freedom of association and the effective recognition of the right to collective bargaining	Chapters 'Diversity & Inclusion' p47, 'Human Rights', p54.
Principle 4	The elimination of all forms of forced and compulsory labour	Chapters 'Diversity & Inclusion' p47, 'Human Rights', p54.
Principle 5	The effective abolition of child labour	Chapters 'Diversity & Inclusion' p47, 'Human Rights', p54.
Principle 6	The elimination of discrimination in respect of employment and occupation	Chapters 'Diversity & Inclusion' p47, 'Code of Conduct', 'Human Rights' p54.
Environment		
Principle 7	Support a precautionary approach to environmental challenges	Chapters 'Materiality assessment' page 31, 'Long Term Value creation' p33, 'Greenhouse gas emissions' p51-52, 'Environmental Management', 'Biodiversity' p53,
Principle 8	Undertake initiatives to promote greater environmental responsibility	Chapters 'Long Term Value creation' incl. SDG's p33, 'Supplier and partner code of business principles', p54, 'Stakeholder engagement' p31, 'Ocean Decade for Ocean Science and Seabed2030', p64
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	'Development of low-carbon shipping fuel' p34, 'Ocean Decade for Ocean Science and Seabed2030', p64, 'Biodiversity' p53
Anti-corruption		
Principle 10	Work against corruption in all its forms, including extortion and bribery	'Compliance' p54-55, 'Compliance risk' p73