

Our ambition is to run a financially healthy business and deliver on our purpose of Enhancing Society Together. Our purpose drives us and helps to distinguish ourselves in the market. It's also our daily compass:

- We endeavour to conduct all our activities in a lawful, ethical, safe, and socially responsible manner.
- We care deeply about our people, our clients, and society at large.
- We take responsibility for having a positive impact on the world and we constantly challenge ourselves and others to develop sustainable solutions to local and global issues.
- We feel the urgency and are committed to accelerating the measurable benefits we deliver.
- We act with integrity and transparency and hold ourselves to the highest standards of environmental and social governance.
- We are diverse and inclusive.
- We will not compromise the safety or well-being of our team or communities – no matter the circumstances.
- We actively collaborate with clients, partners and stakeholders in projects and initiatives, together. Our actions, big and small, will drive the positive change the world needs, and will enhance society now and for the future.
- We regularly monitor and review, and report, our progress in achieving our Corporate Social Responsibility/Sustainability targets.
- We act ethically, with transparency in our business dealings and adhere to [the Ten Principles of the UN Global Compact](#). These principles are embedded in our daily business through our Global Code of Business Principles. Our commitment to decent behaviour and integrity is an integral part of our culture, rooted in our vision, mission and core values Brightness (keeping an open mind to ideas that lead to the best solutions for our clients), Result Focus, Integrity, Team Spirit and Excellence (BRITE). This is communicated through our Global Code of Business Principles which, together with our Integrity Management and Compliance Programme, defines and assures our code of conduct. We have a zero-tolerance for non-compliance with our code.
- We are committed to occupy a leadership role in the transition to a net zero carbon economy and in 2021 have accelerated our climate reduction ambitions to achieve net zero by 2030. We will report annually on our science-based targets, with external validation which will ground our targets and progress in climate science and provide further indication of the seriousness of our intent.
- We play an active role in initiatives that benefit the communities in which we work. Our [BRITE Foundation](#) is a charity established by our employees to contribute to a better world. Through the foundation, employees contribute time, expertise and money to small-scale charity projects.
- We continue to support global partnerships on integrity and sustainability, focusing our impact on specific Sustainable Development Goals. Our Partnership (Sustainable Development Goal (SDG) 17) strategy is to focus on influencing Policy Frameworks and cross-Industry Transformation.

Our strategic focus

As part of our strategy, we aim to deliver measurable impact in our projects and our own operations. We will focus on five Enhancing Society Together themes where we can have the most influence. The themes are climate change (SDG7 and SDG13), biodiversity & natural systems (SDG14 and SDG15), resources & circularity (SDG 6 and SDG12), social value & equality (SDG 4, SDG5, SDG8, SDG9 and SDG11), and safety & well-being (SDG3). These will guide us and relate to specific UN Sustainable Development Goals to protect the planet, end poverty, and ensure that by 2030 people everywhere enjoy peace and prosperity. The five themes are relevant to everything we do – for our people and our clients, the way we operate as an organisation, and how we implement our projects. They will also be the fundament to report on our impact and progress.

Our global leading markets

The need for solutions to the complex challenges faced by countries, societies and businesses is more important than ever. In this, Royal HaskoningDHV has an important role to play.

We design, safeguard, and maintain assets in our living environments that form the backbone of society – from buildings and infrastructure to energy and water supplies, industrial sites, transport systems and more. We aim for growth in nine global leading markets where we have a strong position and are renowned for our expertise – allowing us to innovate, attract clients and talents, and be profitable: climate resilience, data centres, intermodal transit hubs, light industry, maritime, renewable energy & decarbonisation of industry, sustainable mobility, tunnels & structures and water technology. We will also strengthen our unique position as market leader in the Netherlands.

In these (nine global leading) markets we would like to operate on a global scale, offering four main services:

- Engineering and design services – building on our deep domain knowledge and ability to tackle clients' complex demands,
- Consultancy services – being a trusted advisor for clients who are increasingly considering total cost of ownership,
- Software– supporting clients to optimise the performance of their assets by combining software solutions with our domain knowledge.
- Technology – in combination with our in-depth domain knowledge, providing clients in the water sector with optimum technological solutions

Making our contribution relevant and actionable

To embed Enhancing Society Together, our contribution to inclusive sustainable development, in our daily practice, while implementing our 5 Enhancing Society Together Themes framework, we continue to use our 4 Questions. These questions guide our conversations to determine our added value for society, be in our own operations or in projects:



1. Does the output meet the requirements of most stakeholders involved?
2. Does the output serve added value for the client and society as a whole?
3. Is the result lasting, thus is it future-proof?
4. Can we meet the client's demand while minimising the use of natural resources and energy?

We actively encourage our clients, partners, stakeholders and employees in identifying how we can co-create inclusive sustainable development and measure progress.

Royal HaskoningDHV works according to an Integrated Management System which is certified against several ISO standards. Continuous improvement is one of the key aspects of achieving our objectives, including that of implementing a 'One Company' concept. In this respect, we execute a programme of implementation and certification of our Integrated Management System in all our offices throughout the world on an on-going basis.

Finally, the objectives of this policy statement be met by fully recognising and accepting that corporate social responsibility/sustainability management is an integral part of our role and responsibilities. This requires full cooperation, involvement and commitment of every employee.

Our purpose is to Enhance Society Together.

Approved By:



_____ / 28 March 2022

Erik Oostwegel

(Date)

CEO

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