

## **MODERN SLAVERY ACT STATEMENT**

### **INTRODUCTION**

Royal HaskoningDHV has a zero-tolerance approach to modern slavery, human trafficking and all other forms of forced labour and we are committed to acting ethically and with integrity in all our business dealings and relationships, implementing and enforcing effective anti-corruption systems, performing risk assessments and executing controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

### **ROYAL HASKONINGDHV'S ORGANISATIONAL STRUCTURE**

Royal HaskoningDHV is an independent international engineering and project management consultancy, with approximately 6,000 colleagues worldwide, with projects spreading over 140 countries and offices in 25 countries. Royal HaskoningDHV are leaders in sustainable development and innovation and by working in partnership with our clients and stakeholders, we are making an impactful contribution to society through our projects.

The following Royal HaskoningDHV group companies operating in the UK jointly have an annual turnover in excess of £36 million.

- HaskoningDHV UK Limited
- HaskoningDHV UK Holdings Limited
- Lanner Group Limited
- Ambiental Technical Solutions Ltd
- Ambiental Environmental Assessment Ltd
- Integrated Transport Planning Limited

Royal HaskoningDHV's ultimate parent company is Koninklijke HaskoningDHV Groep B.V. with its head office in Amersfoort, The Netherlands.

### **OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING**

Royal HaskoningDHV is ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our supply chains.

Our "Anti-Slavery and Human Trafficking Policy" may be downloaded from the Integrity page of our website <https://www.royalhaskoningdhv.com/en-gb/about-us/integrity>. Our "Global Code of Business Principles" and "Business Principles for our Partners and Suppliers" explain what our company stands for and which reflect the standards that we require worldwide from our employees and our suppliers. These principles may also be downloaded from our Integrity page via the above link.

Royal HaskoningDHV is a member of the United Nations Global Compact and we fully support its ten principles.

## **IMPLEMENTING THE MODERN SLAVERY ACT 2015**

As part of our initiative to identify and mitigate risks Royal HaskoningDHV:

1. Has prepared a policy relating to the Modern Slavery Act 2015 and published this on our website (<https://www.royalhaskoningdhv.com/en-gb/about-us/integrity>).
2. Has implemented training to Royal HaskoningDHV staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our business as appropriate.
3. Created Integrity Moments as a mandatory topic on the agenda of all Royal HaskoningDHV staff meetings in order to raise further awareness and to enable our staff to share and discuss matters.
4. Will provide all new employees with a copy of the Global Code of Business Principles. During an induction programme new employees are made aware of the standards and values set out in the aforementioned policies.
5. Has amended Royal HaskoningDHV's terms of business and standard sub-consultancy agreement to ensure our clients and suppliers maintain their own policies and procedures and are compliant with the Modern Slavery Act 2015.
6. Has implemented annual internal audits to assess compliance with the Modern Slavery Act 2015.
7. The Compliance Integrity Management System is externally audited by EuroCompliance. Our CIMS has been assessed and certified as meeting with the ISO37001 (anti bribery management system) and ISO37301 (Compliance Integrity Management System).
8. Has a whistle blowing policy in place which protects the whistle blower via a Speak Up Line, enabling people to report any matters or issues regarding any unethical behaviour. This can be reported via several reporting channels and the whistle blower will be protected.
9. Has a non retaliation policy in place which protects whistle blowers for any negative consequences.

## **FURTHER STEPS**

As part of our ongoing compliance effort we will continue to monitor, assess and further implement steps to ensure that there is no modern slavery or human trafficking in our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2021. It was approved by the board on 28<sup>th</sup> March 2022.

For and on behalf of HaskoningDHV UK Holdings Limited, HaskoningDHV UK Limited, Lanner Group Limited, Ambiental Technical Solutions Ltd, Ambiental Environmental Assessment Ltd and Integrated Transport Planning Limited.

*J Bull*  
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Jonathan Bull  
Director

1<sup>st</sup> April 2022

*M. Hussain*  
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Maz Hussain  
Director

1<sup>st</sup> April 2022