

Modern Slavery Statement

Reporting Entity

This statement is made in accordance with the Modern Slavery Act 2018 (Cth) on behalf of Arcadis Australia Pacific Holdings Pty Ltd (ACN 608 711 351) and its subsidiaries:

- Arcadis Holdings Pty Ltd (ACN 104 458 102); and
- Arcadis Australia Pacific Pty Ltd (ACN 104 485 289).

Organisational structure

Arcadis has a long and rich history, globally tracing its roots back to the Association for Wasteland Redevelopment in the Netherlands in 1888. From this strong Dutch heritage, Arcadis has grown to be one of the leading global natural and built asset design and consultancy firms, with 36,000 employees globally. Arcadis NV, a public company listed on EuroNext NV is the ultimate parent company of Arcadis Australia Pacific Holdings.

Operations

Arcadis has been active in Australia for over 75 years. From major road, rail and ports infrastructure to innovative residential, commercial, retail, environmental and heritage projects, we're creating smart, sustainable solutions for the widest range of public and private clients. Arcadis has five offices and employs over 1000 staff in Australia.

Arcadis Australia Pacific is a provider of professional consultancy, design, engineering, environmental, assurance, project and cost management services in the construction sector. Our teams comprise of engineers, scientists, cost managers, project and program managers and advisers who help our clients achieve success through all stages of a project lifecycle, from pre-planning of projects and environmental approvals, through to design, delivery and asset management.

At Arcadis, we believe that innovation, excellence and client success is driven by focusing on our people and working as one team. Through our values: people first, integrity, client focus, collaboration and sustainability we have the opportunity to shape the future of our world.

Further information on Arcadis Australia Pacific can be found at <https://www.arcadis.com/en/australia/>.

Supply Chains

Arcadis' supply chain comprises:

- Other professional service organisations and individuals who we work with to provide services to our clients, including architects, engineering companies, planners, surveyors, digital service providers and other professional advisors;
- Suppliers of products and services to our corporate operations, including insurance, legal and financial advisors, software and technology providers, stationery and materials, catering services and ride sharing; and
- Other companies within the Arcadis Group globally, including Global Excellence Centres in the Philippines, India and Europe.

Risks Of Modern Slavery In Our Supply Chain

Due to the nature of our business as a professional services provider, the risks of Modern Slavery (as defined in the Modern Slavery Act 2018 (Cth)) within our business are generally relatively low. However, we acknowledge that there may be risks of Modern Slavery within our supply chain arising primarily from:

- procurement of services from Arcadis Group companies located in developing countries;
- entry into new services and contracting models where our visibility of the supply chain is not as established;
- purchase of commodities, products and services for use in operations, particularly where the supply chain utilises unskilled labour (for example supply of office goods and use of gig economy services); and
- any failure of our partners, subconsultants, contingent workers or suppliers to comply with ethical and responsible business practices, including in relation to Modern Slavery.

Management Of Modern Slavery Risks

Arcadis manages risks of Modern Slavery through:

- The Arcadis General Business Principles;
- The Arcadis integrity line;
- In-house People and Culture Team;
- Compliance Committee and Integrity Program;
- Robust quality assurance controls and systems.

Arcadis General Business Principles (“AGBP”)

The AGBP defines our interpretation of business ethics and provide guidance for our business decisions and actions throughout the world. These principles confirm that “Our people are the key to our success, and we respect their human and labour rights so that they may work in a safe, healthy, professional and supportive environment”. All of our employees, sub-consultants, contingent workers and suppliers are required to sign off and comply with the AGBP. Arcadis employees are required to complete online training as part of their induction and on a regular bi-annual basis to address issues such as corruption, collusion, bribery and other risks our employees may be exposed to.

Acknowledgement of and commitment to compliance with the AGBP is required by all sub-consultants, contingent workers and suppliers. Any breach of these requirements entitles Arcadis to immediately terminate any agreement with a third party.

Arcadis Integrity Line

Globally the Arcadis Group subscribes to an anonymous global integrity line operated by an independent third party ‘People in Touch’. Details of the services are available on our internal Intranet and the service is promoted as part of various campaigns in line with our Integrity value. We commit to investigating all reports with a timely and robust approach.

In-house People and Culture Team

Arcadis has an in-house People team focussed on the implementation of Arcadis’ health and wellbeing program including the development of policies and compliance with legislative requirements.

This team is also responsible for ensuring we employ our people through a consistent and thorough recruitment process. This ensures we confirm eligibility for employment, alignment to immigration requirements, alignment to our values and that the individual has the necessary skills, knowledge and experience to perform in their role.

Compliance Committee

The role of Arcadis Global and Regional Compliance Committees is to promote conformity to external and internal rules, Arcadis’ values and the Arcadis General Business Principles (“AGBP”). It does this through development and implementation of an annual Compliance Program, investigation and reporting on issues and by working with management to create a culture in which employees feel encouraged and safe to raise concerns or complaints.

Internal and External Audits

Arcadis’ Global Internal Audit function undertakes audits annually with various focus directed at entities within the Arcadis Group. A significant focus of such audits is compliance with AGBP.

The Effectiveness of Our Management Strategies

We monitor compliance with our procurement and employment policies. The regional compliance committee reports quarterly on the Compliance Program which includes statistics concerning employee completion of training on the AGBP.

Arcadis’ Global Policies, including AGBP, and the risk management measures identified above apply to all companies in the Arcadis Group, including the Global Excellence Centres. Additionally, Arcadis is audited regionally and globally by various third-party organisations for compliance with internal policies and processes, and external quality standards.

The Relationship Between Arcadis’ Reporting Entities

Arcadis Australia Pacific Pty Ltd is the operating entity of Arcadis NV in Australia. It employs all staff, enters all contracts and engages all suppliers. Arcadis Australia Pacific Holdings Pty Ltd and Arcadis Holdings Pty Ltd are holding companies and do not have any outward facing operations or undertake any procurement or employment. Arcadis Australia Pacific Holdings Pty Ltd issues consolidated financial statements on behalf of all subsidiaries in the region. As this is the case the Modern Slavery risks and management measures are the same for all companies within the consolidated group. The Board of each of Arcadis Australia Pacific Holdings Pty Ltd, Arcadis Holdings Pty Ltd and Arcadis Australia Pacific Pty Limited have approved this statement. The directors and company secretary of each of these entities are roles that are fulfilled by the same individuals. Therefore, each of these entities has been consulted in the preparation of this statement.

Future Activities

Arcadis aims to increase awareness of modern slavery throughout our business and our supply chain. This will include:

- Publishing this Statement on our website and Intranet and sharing with employees and suppliers the steps Arcadis is taking to address Modern Slavery;
- Reviewing regional and global procurement policies and processes to ensure transparency and clarity of process across all aspects of our supply chain as well as embedding a system of due diligence and feedback to measure suppliers’ compliance and performance; and
- Continuing to promote Arcadis’ values within our business and our supply chain and our commitment to ensuring Modern Slavery does not occur, through targeted training and compliance programs.

This statement was approved by the Boards of each of the three reporting entities covered by this statement. The Boards of Arcadis Australia Pacific Holdings Pty Ltd, Arcadis Holdings Pty Ltd and Arcadis Australia Pacific Pty Ltd approved this statement in the 2025/2026 financial year.



Belinda Virant
Director: Arcadis Australia Pacific Holdings Pty Ltd,
Arcadis Holdings Pty Ltd and Arcadis Australia
Pacific Pty Ltd