

<b>No: GL-ST-PL-0001</b>	<b>Policy</b>	
<b>Revision: 1.1</b>	<b>Sustainability</b>	

# 1.0 Purpose

This Sustainability Policy outlines how Arcadis governs its material environmental, social and governance (ESG) topics, aimed at minimizing or remediating the negative impacts of our business, and maximizing our positive contributions to the improvement of environmental and social conditions touched by our business and volunteering activities.

This policy establishes the framework for our ESG efforts moving forward and serves as an overarching policy for topical ESG policies. Activities covered by this policy framework include, but are not limited to reporting, disclosures, business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations, in alignment with the Corporate Sustainability Reporting Directive (CSRD) of the European Union.

# 2.0 Scope

This policy applies to Arcadis' activities globally, including our project activities for clients and with suppliers in our upstream and downstream value chain.

Stakeholder engagement is an essential part of Arcadis' CSRD implementation and is governed by its Stakeholder Engagement Policy on Sustainable Topics.


Based on a double materiality analysis which was performed with a wide range of stakeholders, Arcadis has identified the environmental, social and governance topics which are material to its business. This policy summarizes the way in which Arcadis governs and manages these material topics in different parts of its business and in the upstream and downstream value chain in which the company operates.

# 3.0 Roles and Responsibilities

To foster the successful implementation of this policy, the following responsibilities are assigned:

<b>Role</b>	<b>Responsibility</b>
Chief Growth Officer	Owner of this policy and shall be responsible for its review, approval, and continued suitability.
Executive Leadership Team	Accountable for integrating the policy objectives into our strategy, decision-making processes, and business practices and for providing the appropriate resources to address and implement the commitments in this policy.
Global Sustainability Team	Responsible for developing and implementing sustainability strategies, programs, and initiatives aligned with this policy and monitoring progress and compliance against targets.

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<b>Role</b>	<b>Responsibility</b>
Global Workplace Team	Responsible for managing our office portfolio in alignment with the objectives of this policy and for monitoring progress and compliance against targets.
Global Travel Team	Responsible for monitoring and reporting our travel footprint in alignment with the objectives of this policy and for monitoring progress and compliance against targets.
Global Growth Team	Responsible for execution of go/no-go procedures for clients and opportunities, aligning approvals with the objectives of this policy.
Global People Team	Responsible for managing our own workforce and workers in the value chain in alignment with the objectives of this policy and for monitoring progress and compliance against targets.
Global Business Areas	Responsible for designing and managing the implementation of client projects aligned with the objectives of this policy and for monitoring progress and compliance against targets.
Procurement Team	Responsible for working with suppliers on opportunities that can contribute to the realization of policy objectives.
Employees	Responsible for adhering to the policy, participating in training programs, and contributing to the continuous improvement of improving quality of life through our business activities and volunteering efforts.

## 4.0 Policy

### 4.1 Overview

Arcadis has the following policies and procedures in place for the environmental, social and governance topics it has deemed material to its business:

<p><b>Overarching</b></p> <p>Mission: improving quality of life</p> <p>Core Values:</p> <p>People First, Client Success, Integrity, Sustainability and Collaboration</p> <p>Arcadis General Business Principles</p> <p>Stakeholder Engagement Policy on Sustainable Topics</p>
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### **Environmental**

Environmental Management System Policy

Biodiversity and Ecosystems Policy

Climate Change Mitigation & Adaptation Policy

Resource Use and Circular Economy Policy

Water Reduction Policy

Procurement Policy

### **Social**

Human Rights and Labor Policy

Employee Relations Policy

Global Respect at Work Policy (anti-discrimination/bullying/harassment)

Global People Grievance Resolution Policy/Procedure

Procurement Policy

### **Governance**

Arcadis General Business Principles  
(this includes the governance related policies such as anti-bribery and corruption)

Seek Advice and Speak Up Policy Statement  
(this includes the Arcadis Integrity Line for External Stakeholders)

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## 4.2 Overarching

### Mission

At Arcadis, our mission is to improve quality of life. Our global values guide us in everything we do. Our primary aim is long-term value creation for all stakeholders, delivering sustainable solutions to clients, and the communities we serve.

### Core Values and behaviors.

We differentiate ourselves through our talented, engaged, and passionate people, our unique combination of capabilities covering the entire asset lifecycle, our deep market sector insights, our digital proficiency, our sustainability prowess, and our ability to seamlessly integrate health and safety into the design of our solutions around the globe. Our core values are People First, Client Success, Integrity, Sustainability and Collaboration.

### Sustainability governance

At Arcadis, sustainability is central to the way we conduct business and is embedded in our organizational structure. To align our sustainability efforts with the overall Arcadis strategy, we have several governance bodies.

The Supervisory Board Sustainability Committee (SusCo) assists and advises the Supervisory Board regarding sustainability, defined as the ESG topics that demonstrate or measure Arcadis' commitment to improving quality of life. The SusCo prepares plenary discussion and decision-making for the Supervisory Board on items within the SusCo's scope of work. The Arcadis Executive Board and Executive Leadership Team (ELT) are committed to sustainable long-term value creation, which has been integrated into our strategy. The Arcadis Global Sustainability team, led by the Global Sustainability Directors, is responsible for the global sustainability program. The Global Sustainability Directors report directly to the ELT member accountable for Sustainability, while the ELT and the SusCo provide guidance and direction.

### Topical policies

Arcadis has topical policies in place covering different aspects of our environmental, social and governance activities. An overview of these policies is provided below. Arcadis also maintains additional internal policies on various topics such as those related to employee behaviors, our interaction with suppliers and clients, our ways to vet project opportunities and others.

## 4.3 Overarching Policies

### Arcadis General Business Principles

### GL-ST-PL-0002-Arcadis Stakeholder Engagement Policy on Sustainable Topics

## 4.4 Environmental Policies

### GL-ST-PL-0101-Environmental Management System (EMS)

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Revision: 1.1	Sustainability	

[GL-ST-PL-0104-Climate Change Mitigation and Adaptation](#)

[GL-ST-PL-0103-Biodiversity and Ecosystems](#)

[GL-ST-PL-0105-Resource Use and Circular Economy](#)

[GL-ST-PL-0107-Water Reduction](#)

[Global Procurement Policy Statement](#)

[Global Supplier Code of Conduct](#)

## 4.5 Social Policies

[Human Rights and Labor Policy](#)

The Human Rights and Labor Policy also refers to the following underlying policies:

[Global Respect at Work Policy \(anti-discrimination/bullying/harassment\)](#)

[Global ER Complaint Resolution Procedure](#)

[Global Procurement Policy Statement](#)

[Supplier Code of Conduct](#)

## 4.6 Governance Policies

[Arcadis General Business Principles](#)

[Seek Advice and Speak Up Policy Statement](#) (this includes the Arcadis Integrity Line for External Stakeholders)

## 4.7 Environmental and Human Rights Due Diligence

Arcadis aims to implement an environmental and human rights (EHR) due diligence processes, as described by the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the EU Corporate Sustainability Due Diligence Directive, and Dutch Corporate Governance Code. Arcadis seeks to include EHR due diligence in its existing due diligence processes and broader risk management systems.

To the extent practicable, our environmental and human rights due diligence apply to:

- Our **own operations**, including Arcadis' wholly owned affiliates and subsidiaries, comprising our offices, our employees, and our contingent workforce, as well as employees of any joint venture or other entity in which Arcadis has a majority ownership interest or over which it exercises operational control.
- Our **upstream and downstream value chain**, covering the activities of our suppliers, as well as the supply chains of our suppliers; and the activities of our clients and the impact on our projects and resulting from our services and solutions, as applied on behalf of clients.

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EHR due diligence is a continuous process, allowing Arcadis to proactively and reactively identify and address potential and actual environmental and human rights impacts. The key steps in this process are:

1. **Identifying and assessing** actual and potential adverse EHR impacts on an ongoing basis: prior to a new activity or relationship, major decisions, or changes in the operation; and periodically throughout the life of an activity or relationship.
2. **Preventing, ceasing, or mitigating** actual and potential EHR impacts. Arcadis seeks to implement appropriate measures to cease, prevent or mitigate adverse impacts. Arcadis differentiates mitigation measures based on how we are connected to the impact.
3. **Monitoring** and assessing the effectiveness of due diligence policy and mitigation measures taken; and
4. **Publicly communicating** on the results and progress on material topics of our due diligence process.

Arcadis seeks to prioritize high-risk areas based on severity and likelihood (e.g., geographic, and contextual risk factors, such as sectoral and industrial risk factors and presence of vulnerable groups), addressing severe impacts first and continuously improving the process.

As part of this due diligence process Arcadis aims to:

- Engage with affected stakeholders, credible proxies, and third-party experts as an essential part of our environmental and human rights due diligence process [GL-ST-PL-0002-Arcadis Stakeholder Engagement Policy on Sustainable Topics](#)
- Maintain and enhance informal and formal channels to address EHR grievances and concerns from stakeholders, as described in our [Seek advice and Speak up Policy Statement](#) and the [Arcadis Integrity Line for External Stakeholders](#) mentioned therein.

Depending on how we are connected to the impact, Arcadis is committed to take action to remediate or endeavor to use our leverage to encourage business partners to mitigate identified adverse impacts. Ending business relationships is only used as a last resort and decided on a case-by-case basis.

Arcadis has a Third-Party Due Diligence Policy in place, aimed at outlining the minimum requirements for due diligence of our clients, suppliers, and other business partners across key-risk areas.


## 4.8 Monitoring and Review

This policy will be reviewed by the policy owner periodically to confirm its effectiveness and relevance. Any necessary updates will be made to align with changing business conditions, stakeholder expectations, and regulatory requirements.

## 5.0 Definitions

Link to [Arcadis Virtual Assistant \(AVA\)](#) for definitions.

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## 6.0 Records

Not Applicable

## 7.0 Reference Documents

Document Number	Document Title
N/A	<a href="#">Arcadis General Business Principles</a>
GL-ST-PL-0002	<a href="#">Arcadis Stakeholder Engagement Policy on Sustainable Topics</a>
GL-ST-PL-0101	<a href="#">Environmental Management System (EMS)</a>
GL-ST-PL-0104	<a href="#">Climate Change Mitigation and Adaptation</a>
GL-ST-PL-0103	<a href="#">Biodiversity and Ecosystems</a>
GL-ST-PL-0105	<a href="#">Resource Use and Circular Economy</a>
GL-ST-PL-0107	<a href="#">Water Reduction</a>
N/A	<a href="#">Global Procurement Policy Statement</a>
N/A	<a href="#">Global Supplier Code of Conduct</a>
N/A	<a href="#">Human Rights and Labor Policy</a>
N/A	<a href="#">Global Respect at Work Policy (anti-discrimination/bullying/harassment)</a>
N/A	<a href="#">Global ER Complaint Resolution procedure</a>
N/A	<a href="#">Seek Advice and Speak Up Policy Statement</a>
N/A	<a href="#">Arcadis Integrity Line for External Stakeholders</a>

## 8.0 Process Flowchart

Not Applicable

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# 9.0 Revision History

Rev.	Author	Date	Approved by	Date	Description
1.0	Joost Slooten Policy Rating & Risk Manager	01/OCT/2024	Edel Christie Chief Growth Officer	19/DEC/2024	Initial release
1.1	Joost Slooten Policy Rating & Risk Manager	25/JUL/2025	Edel Christie Chief Growth Officer	25/JUL/2025	Minor corrections

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