

Fighting Against Forced Labour and Child Labour in Supply Chains Act report

Introduction

Arcadis Canada (as defined below) delivers sustainable design, engineering and consultancy services for natural and built assets in Canada and elsewhere. Arcadis Canada recognizes our responsibility to respect human rights in general, and consistent with the expectations of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), to address the risk of modern slavery in our business and supply chain. Arcadis Canada issues this statement in accordance with the Act, which provides an overview of our approach to addressing the risk of the issue of modern slavery in the Canadian business and supply chain.

Reporting Entities

This report is issued by Arcadis Canada Inc., Arcadis Professional Services (Canada) Inc. and Arcadis Architects (Canada) Inc. ("Arcadis Canada") for the financial year ended December 31, 2023.¹

Organizational Structure

Arcadis Canada is part of a global consultancy which is ultimately owned by Arcadis NV, a Dutch listed company. Further information on our Canadian business can be found on our website [here](#).

Supply Chains

The supply chain of Arcadis Canada comprises:

- Other professional service organizations 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; and
- Suppliers of products and services for our corporate operations, including insurance, legal and financial advisors, software and technology providers, stationery and materials.

Policies and Governance

Guiding the overall approach of Arcadis Canada is our [Arcadis General Business Principles](#), our Global [Human Rights and Labor Policy](#), and as it relates to our suppliers, our [Global Supplier Code of Conduct](#).

Arcadis Canada has recently set up a Canadian Modern Slavery Working Group ("MSWG") that is tasked with embedding due diligence for this topic across our Canada value chain on a continuous-improvement basis. The membership of the Canadian MSWG includes our human rights experts alongside department representatives whose work involves the Arcadis Canada supply chain.

¹ Arcadis acquired IBI Group in 2023. IBI Group Professional Services (Canada) Inc. changed its name to Arcadis Professional Services (Canada) Inc. on April 25, 2023, and IBI Group Architects (Canada) Inc. changed its name to Arcadis Architects (Canada) Inc. on April 20, 2023.

Due Diligence and Risk Assessment

As a professional services business, we consider that the risk of modern slavery occurring within Arcadis Canada's employee population to be low. However, Arcadis Canada acknowledges that there may be risks of modern slavery within our supply chain or at project sites arising primarily from:

- entry into new services and contracting models where we may have less visibility of the supply chain or project context;
- purchase of commodities, products and services for use in operations or projects, particularly where the supply chain may utilize unskilled labour (for example, supply of office goods); 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.

Monitoring and Reporting

Arcadis Canada manages risks of modern slavery through the Arcadis General Business Principles ("AGBP"), the Arcadis Integrity Line (both internal and external), and the North American Compliance Committee.

The AGBP define our values and the interpretation of business ethics and provide guidance for business decisions and actions by Arcadis Canada throughout the world. Arcadis Canada employees are required to complete online training as part of their induction and an annual mandatory refresh training.

Arcadis Canada provides access to both internal and external Integrity Lines which are available not only to employees but also to suppliers, clients and other third parties and which are hosted by an independent third party. This provides for reporting of actual or suspected breaches of the AGBP including anonymously if requested.

Arcadis Canada also has a legally qualified Compliance Officer whose responsibilities include monitoring compliance with the AGBP. The Compliance function is in turn supervised by a North American Compliance Committee. Actual or suspected breaches of the AGBP may be reported directly to the Canada Compliance Officer if employees are not comfortable raising such issues with their line manager, or through the Integrity Line.

As part of its ongoing work, the Canada MSWG will explore ways to increase Arcadis Canada's ability to control and monitor modern slavery risks.

Remediation

Arcadis Canada has not identified any modern slavery in our activities or supply chains. Accordingly, no remediation measures have been taken in this area.

Similarly, Arcadis Canada has not identified any circumstances in which vulnerable families have experienced loss of income as a result of steps Arcadis Canada has taken to eliminate modern slavery risks. Accordingly, no remediation measures have been taken in this area.

Training

Arcadis Canada has annual mandatory training for all staff on the AGBP. AGBP training compliance is formally monitored.

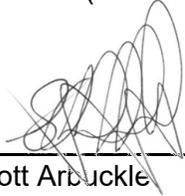
To support employees in better understanding the topic of human rights and what our responsibility is in respecting human rights across the value chain, in 2023 Arcadis Canada employees were provided access to two online human rights trainings: An Introduction to UN Guiding Principles on Business and Human Rights, and An Introduction to Modern Slavery. This training program will be extended during 2024.

Future Activities

As Arcadis recently acquired IBI Group and is working through the integration of the two companies, including our approach to modern slavery in Canada. We plan to make enhancements to our approach on a continuous-improvement basis, and consistent with the *Act*, will report next year on progress made.

Attestation

In accordance with section 11(4)(b)(i) of the *Act*, this report was approved by Scott Arbuckle on behalf of Arcadis Canada Inc., Arcadis Professional Services (Canada) Inc., and Arcadis Architects (Canada) Inc.



Scott Arbuckle