



Global Sustainability Policy Statement

This policy has been developed by global leadership at Arcadis to document our sustainability and environmental ambitions. Arcadis's global and regional strategies and strategic goals are informed by this policy and resources are made available to reach these ambitions. We acknowledge that the primary responsibility for the successful implementation of this policy lies with the Arcadis Executive Leadership Team. However, we also recognize that true success will be underpinned by the commitment of each and every employee. In the spirit of continuous improvement, our sustainability program and this policy statement are reviewed every two years.

At Arcadis, we create a more sustainable world now and **for the next generation.**

June 2021

Peter Oosterveer
Chief Executive Officer and Chairman of the Executive Board

Arcadis was established in 1888 from a pioneering idea: reclaiming moorland in the Netherlands with the purpose of *Improving Quality of Life*. Since then, our people have led projects around the world that have pushed forward the boundaries of sustainability and created positive impacts on the environment and society.

Arcadians are committed to developing innovative solutions that protect the planet and promote a sustainable world today and for generations to come. It is our ambition to maximize impact in society through the projects we undertake for our clients, in our own business operations, and by empowering our people and engaging communities where we live and work. We understand that the global effort to create a more circular and sustainable economy and world is a journey in which Arcadis can play a leading role. Our efforts in sustainability are guided by the UN Sustainable Development Goals and by the Arcadis General Business Principles (AGBP) which list sustainability as a core value for all Arcadians.

There are three areas across which we demonstrate our commitment to sustainability, and where we can deliver positive impact:

Client Solutions: Delivering sustainable outcomes



We solve our clients' most challenging mobility, places, and resilience ambitions within cities, infrastructure, and industrial sectors by delivering solutions that maximize benefits for people, nature and the climate.

- We will protect, conserve, and enhance the natural environment through the provision of our services.
- We will future-proof client projects by integrating climate mitigation and resilience considerations into our designs.
- We will make sustainability a demonstrable aspect of all our technical and advisory solutions.
- We will make sustainability a part of every project, every bid, and every client engagement.
- We empower our people to innovate and partner with clients to deliver exceptional sustainable projects.
- We choose not to engage in projects that have a net, long-term negative impact on quality of life or the advancement of the UN Sustainable Development Goals (SDGs).



Energy & carbon



Climate adaptation



Circularity

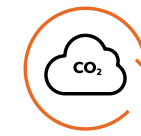


Nature & Biodiversity



Societal Impact

Impact & Systems: License to Operate



We are committed to business operations that reduce harm to the environment, society, and the economy, while improving quality of life for our stakeholders. We will embed environmental, social and governance (ESG) considerations into our operations and supply chain and demonstrate continuous improvements by transparently reporting on our performance while following all local rules and regulations.

- We track and transparently report on all material Scope 1, 2, and 3 emissions. We strive to minimize these to the greatest extent possible and we offset what we cannot eliminate.
- We engage in sustainable consumption and responsible practices in the management and avoidance of pollution, hazardous and nonhazardous waste, and unnecessary use of resources across all our business.
- We strive to minimize environmental impacts and to promote the use of sustainable resources, and protection of biodiversity and ecosystems, in both our own actions and the advice we provide.
- We select suppliers and business partners that align with our sustainability values to provide products and services that are environmentally, socially, and economically responsible.
- We have a global integrity and anti-corruption program, and we monitor compliance with the AGBP in all our operations.
- Our own environmental impacts and the effectiveness of our sustainability efforts will be monitored through a global ISO 14001 compliant environmental management system.

Education & Engagement: Driving better outcomes for all



We provide value to our people, communities and the environment through internal initiatives and partnerships with external organizations. By developing impactful programs that benefit society and incentivizing sustainable behaviors, we improve quality of life for people around the world. We are committed to promoting diversity and inclusion through our programs and our work.

- We do our utmost to protect the health, safety and well-being of our people and the people we work with.
- We invest in the development of our people, providing educational opportunities and programs to develop their skills. We will provide appropriate, practical training to empower and equip all Arcadians to deliver sustainable outcomes for clients and help make our own operations more sustainable.
- We provide a working environment that is diverse, inclusive and accepting of all people.
- We engage with local communities to understand the broader impacts of our operations on their lives and where possible maximize the positive impact.
- We provide our people opportunities to contribute to community value programs both locally and globally.
- We stimulate educational development and create inclusive pathways for underserved communities to join our effort.

Arcadis. Improving quality of life.