

G3.1 Content Index

| Application Level | | | Self-declared | Assured by | 3 April 2014 - M. Demmers, RHDHV | |
|--|--|----------|---|---|----------------------------------|-------------|
| STANDARD DISCLOSURES PART I: Profile Disclosures | | | | | | |
| 1. Strategy and Analysis | | | | | | |
| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
| 1.1 | Statement from the most senior decision-maker of the organization. | Fully | Annual report 2013 brochure, Foreword, p. 3 | | | |
| 1.2 | Description of key impacts, risks, and opportunities. | Fully | Annual report 2013 brochure, Company profile, p. 8, Corporate responsibility, p. 20-23, Challenges, p. 36-43 CR Statement, CR and our vision on sustainability, p. 5, Material issues, p. 8 | | | |
| 2. Organizational Profile | | | | | | |
| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
| 2.1 | Name of the organization. | Fully | Royal HaskoningDHV | | | |
| 2.2 | Primary brands, products, and/or services. | Fully | Annual report 2013 brochure, Company profile, p. 8, Market sectors, p.10-11, Organisational structure, p. 46 Brands are published on the company website: http://www.royalhaskoningdhv.com/en-gb/our-companies-and-brands | | | |
| 2.3 | Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures. | Fully | Annual report 2013 brochure, Organisational structure, p. 46 Financial Statement 2013, p. 38-40 | | | |
| 2.4 | Location of organization's headquarters. | Fully | Headquarter of Royal HaskoningDHV is in Amersfoort, the Netherlands. | | | |
| 2.5 | Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report. | Fully | Company profile | | | |
| 2.6 | Nature of ownership and legal form. | Fully | Annual report 2013 brochure, Organisational structure, p. 46 Financial Statement 2013 | | | |
| 2.7 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). | Fully | Annual report 2013 brochure, Key figures, p. 6-7, Company profile, p. 8, Market sectors, p. 10-11 | | | |
| 2.8 | Scale of the reporting organization. | Fully | Annual report 2013 brochure, Key figures, p. 6-7 | | | |
| 2.9 | Significant changes during the reporting period regarding size, structure, or ownership. | Fully | Annual report 2013 brochure, Foreword, p. 3, Report of the Executive Board p. 15 Financial Statement 2013, p. 27 CR Statement 2013, Scope of CR and sustainability reporting, p. 9 | | | |
| 2.10 | Awards received in the reporting period. | Not | Annual report 2013 brochure, p 16-17 Awards are published on the company website and the Annual report 2013 website: http://www.royalhaskoningdhv.com/en-gb/annualreport/business/awards-in-2013 | | | |
| 3. Report Parameters | | | | | | |
| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
| 3.1 | Reporting period (e.g., fiscal/calendar year) for information provided. | Fully | 1-1-2013 til 31-12-2013 | | | |
| 3.2 | Date of most recent previous report (if any). | Fully | Annual report 2012 - 10 April 2013, CR Supplement 2012 - 26 June 2013 | | | |
| 3.3 | Reporting cycle (annual, biennial, etc.) | Fully | Annual | | | |
| 3.4 | Contact point for questions regarding the report or its contents. | Fully | Marketing & Communications - margie.alders@rhdhv.com Corporate Responsibility - marjolein.demmers@rhdhv.com | | | |
| 3.5 | Process for defining report content. | Fully | CR Statement, Material issues, p. 8 | | | |
| 3.6 | Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance. | Fully | The report includes the total company Royal HaskoningDHV, excluding project joint ventures and minority interests. In CR data (planet) project offices are excluded. Financial Statement 2013 CR Statement, Scope of CR and sustainability reporting and Data completeness and comparability, p. 9 | | | |
| 3.7 | State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope). | Fully | The report includes the total company Royal HaskoningDHV, excluding project joint ventures and minority interests. In CR data (planet) project offices are excluded. Financial Statement 2013 gives details on Financial scope CR Statement, Scope of CR and sustainability reporting, p. 9 | | | |

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| 3.8 | Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations. | Fully | The report includes the total company Royal HaskoningDHV, excluding project joint ventures and minority interests. In CR data (planet) project offices are excluded. Financial Statement 2013 gives details on Financial scope CR Statement, Scope of CR and sustainability reporting, Data completeness and comparability, p. 9 | | | |
| 3.9 | Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols. | Fully | CR Statement, Scope of CR and sustainability reporting, Data completeness and comparability, Reporting process, CR and sustainability data definitions and scope, p. 9-10 Financial Statement 2013 | | | |
| 3.10 | Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods). | Fully | The CO2 footprint was corrected for 2012 (more reliable data). This is explained in the CR Statement, p. 29 | | | |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. | Fully | The merger between DHV and Royal Haskoning started on 1st July 2012. 2013 is the first full year of the merged company. CR Statement, Scope of CR and sustainability reporting and Data completeness and comparability, Reporting process, CR and sustainability data definitions and scope, p. 9-10 | | | |
| 3.12 | Table identifying the location of the Standard Disclosures in the report. | Fully | GRI content index | | | |
| 3.13 | Policy and current practice with regard to seeking external assurance for the report. | Fully | The CR Statement has no external assurance. This is due to the time and cost involved in external assurance, the fact that the current planning and internal data collection and verification does not allow for it, and due to the limited added value that our stakeholders assign to assurance. Our CO2 footprint in The Netherlands is verified, on request of the CO2 performance ladder to which we comply. This footprint is presented on our website as a separate item from the annual report. | | | |

4. Governance, Commitments, and Engagement

| Profile Disclosure | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation |
|--------------------|---|-----------|--|---|-------------------------|-------------|
| 4.1 | Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight. | Fully | Annual report 2013 brochure, Organisational structure, p. 46 Corporate governance website CR Statement, CR and integrity governance, p. 10 | | | |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer. | Fully | The Supervisory Board is the governance body that supervises the Executive Board. The chair is JAP van Oosten. The Executive Board is in charge of the daily management, and is chaired by Erik Oostwegel per 1 december 2013 (formerly by Bertrand van Ee). See Annual report 2013 brochure p. 12-13 | | | |
| 4.3 | For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members. | Fully | Annual report 2013 brochure, p. 12-13 Financial Statement 2013 CR statement, Diversity, p. 25 | | | |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | Fully | Shareholders (these are employees only) are invited to the shareholder meeting, and invited to communicate about recommendations with the Supervisory Board through the secretary and the Shareholder foundation. Annual report 2013 brochure, p. 12, Supervisory board Royal HaskoningDHV holds an Annual shareholder meeting for shareholders (employees) and p. 13 dialogue with staff representatives. CR statement, Stakeholder dialogue with staff, p. 16 | | | |
| 4.5 | Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance). | Partially | Financial Statement 2013, p. 24-25, Directors remuneration. The variable component is related to the organisation's performance, and defined by the Supervisory Board based on set targets. Targets are financial performance and specific achievements. | | Proprietary information | |
| 4.6 | Processes in place for the highest governance body to ensure conflicts of interest are avoided. | Fully | Corporate Governance Code website: http://www.royalhaskoningdhv.com/en-gb/annualreport/about-us/corporate-governance Annual report 2013 brochure, Supervisory Board p.13 CR statement, Integrity & compliance governance, p. 11-12 | | | |
| 4.7 | Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity. | Partially | This is imbedded in our HR management policy, incl. succession policy. Also see CR statement, Diversity, p. 25 | | Proprietary information | |

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| 4.8 | Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation. | Fully | Annual report 2013 brochure, Company profile, p.8-9 CR statement, Integrity and compliance, p. 17-20 | | | | |
| 4.9 | Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. | Fully | Royal HaskoningDHV has developed and implemented a full and international (quality) management system (ISO9001), including standard procedures, roles and responsibilities and monitoring, evaluating and improvement processes. This includes risk management, project management, environmental management (ISO14001) and health and safety. CR procedures are incorporated, and also defined in the CR policy statement and CR statement. Annual report 2013 brochure, Corporate responsibility, p. 20-23 | | | | |
| 4.10 | Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. | Partially | Annual report 2013 brochure, Report of the supervisory board, p. 12-13 CR statement, CR and integrity governance, p. 10 | | Proprietary information | | |
| 4.11 | Explanation of whether and how the precautionary approach or principle is addressed by the organization. | Fully | CR statement, Integrity and compliance governance, p. 11-12, Integrity and compliance, p. 17-20 The precautionary principle is part of our integrity and professional ethics. This leads to the need for development of internal issue management. It is included in our Gobaal Code of Business Principles | | | | |
| 4.12 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. | Fully | Royal HaskoningDHV subscribes to the UN Global Compact, and reports annually at active level. We subscribe the OECD guideline for multinational enterprises and ILO convention, and to the principles of de 'Groene Zaak', and de CO2 prestatieladder (level 5), we also subscribe to the ambitions of 'talent to the top'. This is referred to the the CR Statement, e.g. on p. 12 | | | | |
| 4.13 | Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic. | Fully | CR statement, Stakeholder dialogue, p. 13-16 CR statement, Sponsorships, p. 39-40 | | | | |
| 4.14 | List of stakeholder groups engaged by the organization. | Fully | CR statement, Stakeholder dialogue, p. 13-16 | | | | |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | Fully | CR statement, Stakeholder dialogue, p. 13-16 | | | | |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | Fully | CR statement, Stakeholder dialogue, p. 13-16 | | | | |
| 4.17 | Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. | Fully | CR statement, Stakeholder dialogue, p. 13-16 | | | | |
| STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) | | | | | | | |
| G3.1 DMAs | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation | To be reported |
| DMA EC | Disclosure on Management Approach EC | | | | | | |
| Aspects | Economic performance | Fully | Annual report 2013 brochure, Foreword, p. 3, Key figures, p. 6-7, Report of the executive board, p. 14-15 | | | | |
| | Market presence | Fully | Annual report 2013 brochure, Market sectors, p. 10-11 | | | | |
| | Indirect economic impacts | Fully | Annual report 2013 brochure, Foreword, p. 3, Key figures, p. 6-7, Report of the executive board, p. 14-15, Corporate Responsibility p. 20-23 CR statement, Community engagement, p. 35-37, Green Fund, p. 31, Black Empowerment. P. 26 | | | | |
| DMA EN | Disclosure on Management Approach EN | | | | | | |
| Aspects | Materials | Fully | CR statement, Impact reduction of our operations, Paper use, p. 31, Sustainable procurement, p. 34 | | | | |
| | Energy | Fully | CR statement, Impact reduction of our operations, energy and CO2, p. 28-31 | | | | |
| | Water | Partially | Water has not been selected as our first priority. In the future we do want to include our water-footprint in our CR data. This is most likely on the agenda after 2014. | Water is a less relevant impact of our company. | Not material | | |

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| | Biodiversity | Partially | Biodiversity has not been defined as material in our Operations. Nevertheless, we do address biodiversity through our professional business services (expertise in ecology and nature development, including innovation; Nature driven design and ecosystem service. Direct activities are our 2013 membership activities in Leaders for Nature, and our Operational facility activities ('natural habitat with domestic species, at office parks, e.g. Amersfoort and Cape Town, including bee-farms, bat housing, etc.) | Biodiversity is a somewhat less relevant impact of our company. We do address biodiversity actively in our office management and professional activities. | Not material | | |
| | Emissions, effluents and waste | Partially | CR statement, Impact reduction of our operations, energy and CO2, p. 28-31, Waste management, p. 31 | Our focus has been on CO2 emissions, and we aim to improve our reporting on paper use and waste management in 2014. | Not available | | |
| | Products and services | Fully | CR statement, Sustainability in projects, p. 21-23 | | | | |
| | Compliance | Fully | We comply with Dutch law and regulation. This is explicitly stated in our CR policy statement and membership statement for NL Ingenieurs, and in our UN Global Compact progress report. (www.UNGC.com). Our quality and environmental management system and integrity management secure our compliance. Non-compliances have been reported. Our integrity system is rewarded with an international certificate for Ethics. | | | | |
| | Transport | Fully | CR statement, Impact reduction of our operations, Business travel, p. 33 | | | | |
| | Overall | Partially | CR statement, Sustainability in operations, p. 24-34 Annual report 2013 brochure, Corporate responsibility, p. 20-23 | | Not material | | |
| DMA LA | Disclosure on Management Approach LA | | | | | | |
| Aspects | Employment | Fully | CR statement, Sustainability in operations, Human resources, p. 24 | | | | |
| | Labor/management relations | Fully | CR statement, Sustainability in operations, Human resources, p. 24 | | | | |
| | Occupational health and safety | Fully | CR statement, Sustainability in operations, Human resources, p. 24 | | | | |
| | Training and education | Fully | CR statement, Sustainability in operations, Human resources, p. 24 | | | | |
| | Diversity and equal opportunity | Fully | CR statement, Sustainability in operations, Human resources, p. 24 | | | | |
| | Equal remuneration for women and men | Fully | This is part of our remuneration policy and system, managed by our HR department, and includes a transparent global performance and development system that allows for international benchmarking and monitoring on equality of remuneration for women and men. Our integrity management system facilitates staff to raise issues or concerns (also on equality). | | | | |
| DMA HR | Disclosure on Management Approach HR | | | | | | |
| Aspects | Investment and procurement practices | Fully | Royal HaskoningDHV has a global HR management system, including transparent policy and systems for hiring, HR supplier relations, training and development | | | | |
| | Non-discrimination | Fully | CR statement, Integrity and compliance, p. 17-20, Sustainability in operations, Human resources, p. 24 Also see; UN Global Compact - Communication on progress (2012-2013) | | | | |
| | Freedom of association and collective bargaining | Fully | Compliance with Dutch regulation and law, and international principles of ILO convention, also see; UN Global Compact - Communication on progress (2012-2013) CR statement, Integrity and compliance, p. 17-20, Sustainable procurement, p. 34 | | | | |
| | Child labor | Fully | Compliance with Dutch regulation and law, and international principles of ILO convention, also see; UN Global Compact - Communication on progress (2012-2013) CR statement, Integrity and compliance, p. 17-20, Sustainable procurement, p. 34 | | | | |

| | Prevention of forced and compulsory labor | Fully | Compliance with Dutch regulation and law, and international principles of ILO convention, also see; UN Global Compact - Communication on progress (2012-2013) CR statement, Integrity and compliance, p. 17-20, Sustainable procurement, p. 34 | | | | |
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| | Security practices | Fully | This is covered by our Integrity management, project management, and risk management systems (including data security, ICT) CR statement, Integrity and compliance, p. 17-20, Health and safety, p. 27 | | | | |
| | Indigenous rights | Fully | Compliance with Dutch regulation and law, and international principles of ILO convention, also see; UN Global Compact - Communication on progress (2012-2013) CR statement, Integrity and compliance, p. 17-20, Sustainable procurement, p. 34 | | | | |
| | Assessment | Fully | No separate assessment have been carried out. No incidents have been reported. | | | | |
| | Remediation | Fully | No separate actions have been carried out. No incidents have been reported. | | | | |
| DMA SO | Disclosure on Management Approach SO | | | | | | |
| Aspects | Local communities | Fully | CR statement, Community engagement, p. 35-37 | | | | |
| | Corruption | Fully | Compliance with Dutch regulation and law, and international principles of ILO convention, also see; UN Global Compact - Communication on progress (2012-2013) CR statement, Integrity and compliance, p. 17-20, Sustainable procurement, p. 34 | | | | |
| | Public policy | Fully | We take an active role in public debates to support informed and fact based policy making; CR statement, p. 7 We are a member of sector organisations; CR statement, Stakeholder dialogue, p. 13-16 | | | | |
| | Anti-competitive behavior | Fully | No conflict of interest, monopoly, antitrust or pricing irregularities have been reported, not by means of our integrity and quality management systems or external parties (NL Ingenieurs or other sector organisations). Potential risks have been reported as recognised on forhand, and conflict of interest has been prevented by taking necessary measures. | | | | |
| | Compliance | Fully | CR statement, Integrity and compliance, p. 17-20 | | | | |
| DMA PR | Disclosure on Management Approach PR | | | | | | |
| Aspects | Customer health and safety | Partially | Customer health and safety applies to visits to our premises, and is included in our standard health and safety procedures. | | Not available | | |
| | Product and service labelling | Partially | Royal HaskoningDHV is active in the market to apply labelling of sustainability, if relevant, using sector specific label systems (C2C, BREEAM, Green stars, Green label, etc.) We comply with local regulation on professional services (Engineering certificates). | | Not available | | |
| | Marketing communications | Partially | Our marketing communications complies with our integrity management system, and secures client confidentiality. | | Not material | | |
| | Customer privacy | Fully | This is covered by our Integrity management, project management, and risk management systems (including data security, ICT) | | | | |
| | Compliance | Fully | CR statement, Integrity and compliance, p. 17-20 | | | | |
| STANDARD DISCLOSURES PART III: Performance Indicators | | | | | | | |
| Economic | | | | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported |
| EC1 | Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. | Fully | Annual report 2013 brochure, Key figures, p. 6-7 Financial Statement 2013 | | | | |
| EC2 | Financial implications and other risks and opportunities for the organization's activities due to climate change. | Partially | Climate change has limited (financial and other) implication for our operations. Mitigation is a challenge for our international travel. Climate change (mitigation and adaptation) is one of our business services as we have the know how to work on both. | | | | |

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| EC3 | Coverage of the organization's defined benefit plan obligations. | Fully | Financial Statement 2013 | | | | |
| EC4 | Significant financial assistance received from government. | Fully | No significant financial support has been received from government. | | | | |
| Market presence | | | | | | | |
| EC5 | Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation. | Partially | Wages are locally defined and based on local references and standards. Through international HR management wages are transparently secured and monitored. | | Not available | | |
| EC6 | Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. | Fully | Due to our local offices and service delivery, most of our suppliers are local (>80%). Non local suppliers are an exception to the rule. | | | | |
| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. | Fully | Due to our local offices and local service delivery, most of our employees are local (>80%). Non local employees are an exception to the rule. This is also the case for senior management. In top management, diversity based on nationality is reported on p. 25 | | | | |
| Indirect economic impacts | | | | | | | |
| EC8 | Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. | Fully | In our report we describe how our business delivers services for public benefit commercially (our projects and initiatives), acts as a local investor (employment and offices) and provides services through our community engagement (pro deo), in which we focus on education and capacity building. | | | | |
| EC9 | Understanding and describing significant indirect economic impacts, including the extent of impacts. | Fully | In our report we describe how our business delivers services for public benefit commercially (our projects and initiatives), acts as a local investor (employment and offices) and provides services through our community engagement (pro deo), in which we focus on education and capacity building. | | | | |
| Environmental | | | | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported |
| Materials | | | | | | | |
| EN1 | Materials used by weight or volume. | Partially | CR statement, Paper use, p. 31 | insufficient data for outsourced printing and waste | Not available | | |
| EN2 | Percentage of materials used that are recycled input materials. | Partially | CR statement, Paper use, p. 31 | insufficient data for outsourced printing and waste | Not available | | |
| Energy | | | | | | | |
| EN3 | Direct energy consumption by primary energy source. | Partially | CR statement, CO2-footprint, p. 28-30 | | | | |
| EN4 | Indirect energy consumption by primary source. | Partially | CR statement, CO2-footprint, p. 28-30 | | | | |
| EN5 | Energy saved due to conservation and efficiency improvements. | Partially | CR statement, CO2-footprint, p. 28-30 | | | | |
| EN6 | Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. | Partially | CR statement, CO2-footprint, p. 28-30 | | | | |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved. | Partially | CR statement, CO2-footprint, p. 28-30 | | | | |
| Water | | | | | | | |
| EN8 | Total water withdrawal by source. | Not | Not included, not a priority | | Not material | | |
| EN9 | Water sources significantly affected by withdrawal of water. | Not | Not included, not a priority | | Not material | | |
| EN10 | Percentage and total volume of water recycled and reused. | Not | Not included, not a priority | | Not material | | |
| Biodiversity | | | | | | | |
| EN11 | Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. | Partially | Biodiversity has not been defined as material. Nevertheless, we do address biodiversity through our professional business services (expertise in ecology and nature development, including innovation; Nature driven design and ecosystem service), In addition we carry out our membership activities (leaders for Nature), and our facility activities (natural habitat with domestic species, at office parks, e.g. Amersfoort and Cape Town, including bee-farms, bat housing, etc.) | Biodiversity is a somewhat less relevant impact of our company. We do address biodiversity actively in our office management and professional activities. | Not material | | |
| EN12 | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | Partially | See EN11 | See EN11 | Not material | | |
| EN13 | Habitats protected or restored. | Partially | See EN11 | See EN11 | Not material | | |

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| EN14 | Strategies, current actions, and future plans for managing impacts on biodiversity. | Partially | See EN11 | See EN11 | Not material | | |
| EN15 | Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. | Partially | See EN11 | See EN11 | Not applicable | | |
| Emissions, effluents and waste | | | | | | | |
| EN16 | Total direct and indirect greenhouse gas emissions by weight. | Fully | CR statement, CO2-footprint, p. 28-30 | | | | |
| EN17 | Other relevant indirect greenhouse gas emissions by weight. | Fully | CR statement, CO2-footprint, p. 28-30 | | | | |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved. | Fully | CR statement, CO2-footprint, p. 28-30 | | | | |
| EN19 | Emissions of ozone-depleting substances by weight. | Fully | CR statement, CO2-footprint, p. 28-30 | | Not material | | |
| EN20 | NOx, SOx, and other significant air emissions by type and weight. | Partially | We report CO2 eq. as indicator for energy and fossil fuel related emissions such as NOx and SOx. | | Not available | | |
| EN21 | Total water discharge by quality and destination. | Not | Not included, not a priority | | Not material | | |
| EN22 | Total weight of waste by type and disposal method. | Partially | CR statement, Waste management, p. 31 | | Not available | | |
| EN23 | Total number and volume of significant spills. | Not | | | Not material | | |
| EN24 | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. | Not | | | Not material | | |
| EN25 | Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff. | Not | | | Not applicable | | |
| Products and services | | | | | | | |
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | Fully | Mitigation of environmental impacts is an integrated and specific part of our commercial products and services, and of our operational activities; see CR statement, Sustainability in projects and Sustainability in our operations. | | | | |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category. | Not | | | Not applicable | | |
| Compliance | | | | | | | |
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. | Fully | No non-compliances have been reported through our quality system or integrity system. | | | | |
| Transport | | | | | | | |
| EN29 | Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. | Fully | CR statement, CO2-footprint, p. 28-30, Business travel, p. 33 | | | | |
| Overall | | | | | | | |
| EN30 | Total environmental protection expenditures and investments by type. | Not | | | Not available | | |
| Social: Labor Practices and Decent Work | | | | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported |
| Employment | | | | | | | |
| LA1 | Total workforce by employment type, employment contract, and region, broken down by gender. | Not | | | Not available | | |
| LA2 | Total number and rate of new employee hires and employee turnover by age group, gender, and region. | Not | | | Not available | | |
| LA3 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. | Fully | This is addressed by our HR policy and standards, according to Dutch law and international standards. | | | | |
| LA15 | Return to work and retention rates after parental leave, by gender. | Fully | This is addressed by our HR policy and standards, according to Dutch law and international standards. | | | | |
| Labor/management relations | | | | | | | |
| LA4 | Percentage of employees covered by collective bargaining agreements. | Fully | All employees. | | | | |
| LA5 | Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. | Fully | This is addressed by our HR policy and standards, according to Dutch law and international standards. | | | | |
| Occupational health and safety | | | | | | | |
| LA6 | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. | Fully | All staff have access to our systems and are invited to suggest improvements or requests for changes. | | | | |

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|---|--|--------------------------------------|---|--|----------------------------|--------------------|-----------------------|
| LA7 | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender. | Fully | CR statement, Health and Safety, p. 27 Reported in the perspective of the relevance to our sector and the limited occurrences, this is considered to be sufficiently detailed. | | | | |
| LA8 | Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. | Partially | CR statement, Health and Safety, p. 27 This is included in our travel and security policy. | | Not applicable | | |
| LA9 | Health and safety topics covered in formal agreements with trade unions. | Fully | CR statement, Health and Safety, p. 27 Health and safety topics are addressed in our management system (p.23, OHSAS 18001). All staff have access to our systems and are invited to suggest improvements or requests for changes. | | | | |
| Training and education | | | | | | | |
| LA10 | Average hours of training per year per employee by gender, and by employee category. | Partially | Training is an integrated part of our HR policy (employability) and our performance and development system. It is embedded in our working practice (on the job training in project teams, training programme in each stage of a career). In 2013 the investment in training has not been quantified in terms of hours per employee. Estimate (based on past years) is that training spending is ~ 2% of total hours. Information on training and development: CR Statement, p. 24 | | Not available | | |
| LA11 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. | Fully | CR Statement, Employability, p. 24 | | | | |
| LA12 | Percentage of employees receiving regular performance and career development reviews, by gender. | Fully | All staff are included in the performance and development system, which includes regular reviews, and career development plans. | | | | |
| Diversity and equal opportunity | | | | | | | |
| LA13 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. | Fully | CR statement, Diversity, p. 25 contains the relevant information for the diversity in our company. | | | | |
| Equal remuneration for women and men | | | | | | | |
| LA14 | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation. | Partially | Equal remuneration is ensured by an objective and transparent system of job descriptions and weighing factors - This is applicable to all staff and managed with our performance and development system. No issues have been reported of misjudgements. | | Not available | | |
| Performance Indicator | | | | | | | |
| Description | Reported | Cross-reference/Direct answer | | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported |
| Investment and procurement practices | | | | | | | |
| HR1 | Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening. | Fully | CR statement, Sustainable Procurement, p. 34 This is included in our Business Principles for partners and suppliers, which is available on our website | | | | |
| HR2 | Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken. | Fully | CR statement, Sustainable Procurement, p. 34 Suppliers are requested to confirm our purchase agreement. No additional screening has been found necessary in 2013. | | | | |
| HR3 | Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. | Partially | Hours have not been registered. Our CR policy and our Global Code of Business Principles (incl. human rights statements) is communicated internationally and accessible for all staff through our intranet. It is also standard component in our introduction training for new staff, management training and of our quality and project management systems and training. CR Statement, Employability, p. 24 | | Not available | | |
| Non-discrimination | | | | | | | |
| HR4 | Total number of incidents of discrimination and corrective actions taken. | Fully | No incidents have been reported. | | | | |
| Freedom of association and collective bargaining | | | | | | | |
| HR5 | Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights. | Fully | No suppliers have been identified or reported as such. | | | | |
| Child labor | | | | | | | |
| HR6 | Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor. | Fully | No suppliers have been identified or reported as such. | | | | |

| Prevention of forced and compulsory labor | | | | | | | |
|---|---|-----------|--|---|---------------------|--|----------------|
| HR7 | Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor. | Fully | No suppliers have been identified or reported as such. | | | | |
| Security practices | | | | | | | |
| HR8 | Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. | Fully | All staff (100%) has access, and is included in training and communication on our Global Code of Business Principles, which include human rights. | | | | |
| Indigenous rights | | | | | | | |
| HR9 | Total number of incidents of violations involving rights of indigenous people and actions taken. | Fully | No incidents or violations have been reported. | | | | |
| Assessment | | | | | | | |
| HR10 | Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments. | Partially | Our integrity management system has been reviewed for an external certification on ethics. This system covers the entire our organisation. | | | | |
| Remediation | | | | | | | |
| HR11 | Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms. | Fully | No grievances have been reported. | | | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for Omission | Explanation | To be reported |
| Local communities | | | | | | | |
| SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs. | Partially | For all countries in which we have established offices and continuous operations, we are implementing local community engagement plans. CR statement, Community Engagement, p. 35-37 | | Not available | | |
| SO9 | Operations with significant potential or actual negative impacts on local communities. | Fully | No activities are identified as such. | | | | |
| SO10 | Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities. | Fully | No activities have been required. | | | | |
| Corruption | | | | | | | |
| SO2 | Percentage and total number of business units analyzed for risks related to corruption. | Fully | All business units are included in our Integrity Management System and risk audits for integrity management and project management. This management system has been certified. | | | | |
| SO3 | Percentage of employees trained in organization's anti-corruption policies and procedures. | Fully | All staff (100%) has access, and is included in communication on our Global Code of Business Principles, which include anti-corruption. A module on Integrity is integrated as a part of our training programmes. | | | | |
| SO4 | Actions taken in response to incidents of corruption. | Fully | CR statement, Integrity and compliance, p. 17-20 | | | | |
| Public policy | | | | | | | |
| SO5 | Public policy positions and participation in public policy development and lobbying. | Fully | We are member of sector organisations and sustainability networks that lobby for sustainability and nature conservation - CR Statement, Stakeholder dialogue, p. 13-16 | | | | |
| SO6 | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. | Fully | No such value or in-kind contributions. | | | | |
| Anti-competitive behavior | | | | | | | |
| SO7 | Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. | Fully | None. | | | | |
| Compliance | | | | | | | |
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. | Fully | None reported. | | Not available | | |
| Performance Indicator | Description | Reported | Cross-reference/Direct answer | If applicable, indicate the part not reported | Reason for omission | Explanation | To be reported |
| Customer health and safety | | | | | | | |
| PR1 | Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. | Not | In direct terms, this is not material. Indirectly, we do have impact. The RHDHV products and services for clients often have impact on their decisions for developments in the build environment (Buildings, Roads, Factories, Water facilities etc.). These developments may cause health and safety impacts. These impacts are included in the decision making of the client, in legislation, and often these aspects are included in our engineering and consultancy or project management projects related to the development. | | Not material | Not material for an engineering and consultancy B2B service organisation | |

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|--------------------------------------|--|-----------|--|--|---------------|--|--|
| PR2 | Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. | Not | Indirect: We have no record of incidents or non-compliance issues. | | Not material | Not material for an engineering and consultancy B2B service organisation | |
| Product and service labelling | | | | | | | |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. | Not | | | Not material | | |
| PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes. | Not | | | Not material | | |
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. | Fully | CR statement, Client satisfaction, p. 15 | | | | |
| Marketing communications | | | | | | | |
| PR6 | Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. | Fully | Our standards and systems comply with Dutch law and regulation and international standards. | | | | |
| PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. | Fully | None. | | Not material | | |
| Customer privacy | | | | | | | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. | Partially | Customer privacy is covered by our integrity managements system, global code of business principles and project management system. | | Not available | | |
| Compliance | | | | | | | |
| PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. | Fully | No fines for non-compliances have been reported through our quality system or integrity management system. | | | | |