

## Statement of continued support

The world is changing rapidly. The social and economic development of our society is challenged, as the world's capacity to provide the services and resources we need to improve global living standards is limited and increasingly strained. New thinking and acting is needed from businesses, governments and science. As Royal HaskoningDHV we consider this to be a reality that is fundamental to the services we deliver to our clients.

We are able to further increase our contribution to clients and society: *Enhancing society together*.

Our ambition is to show leadership in sustainable development and innovation. We include corporate responsibility as an integral part of our activities: we serve our clients in making steps forward with practical solutions, we 'walk the talk' by reducing the footprint of our operations, and we inspire youngsters and school children to engage in the challenges of the future; sustainable development and technology.

Our policies and global code of business principles incorporate and support the ten principles of UN Global Compact. This is also reflected in our CR policy, integrity management system and our HR policies and practices.

Our annual report 2014 is a web-based and integrated report that summarises our achievements in 2014 (<http://www.royalhaskoningdhv.com/annualreport-2014>). The report includes a **CR Statement**, in which we elaborate on the steps we have taken, the performance and results of 2014 and the ambitions for the future. It confirms our commitment to the UN global Compact.

For more information and examples we invite readers to visit our website, [www.royalhaskoningdhv.com](http://www.royalhaskoningdhv.com), and view our news, annual reports and policies. We are always interested in your feedback. Please contact us on [CR.info@rhdhv.com](mailto:CR.info@rhdhv.com).



Erik Oostwegel

Chairman of the Executive Board

*Amersfoort, 18 May 2015*

## Company Profile

**Royal HaskoningDHV is an independent, international engineering and project management consultancy with over 130 years of experience. Our professionals deliver services in the fields of aviation, buildings, energy, industry, infrastructure, maritime, mining, transport, urban and rural planning and water.**

Backed by expertise and experience of nearly 7,000 colleagues across the world, we work for public and private clients in more than 130 countries. We focus on delivering added value for our clients while at the same time addressing the challenges that societies are facing. These include the growing world population and the consequences for towns and cities; the demand for clean drinking water, water security and water safety; pressures on traffic and transport; resource availability and demand for energy and waste issues facing industry. Context is critical. Every project we do exists within a changing and increasingly unpredictable environment. We understand the local context and deliver appropriate local solutions. We believe in Enhancing Society Together. Stated simply, it means that in partnership with our clients and stakeholders we aim to contribute to a better world. 'Together' is important because we believe meaningful solutions for the future can no longer be created without collaboration. Our mission outlines what we do and who we are. We are a people-to-people company. We envisage that our client relationships will evolve into partnerships which undertake collective initiatives. In collaboration, we create solutions for the sustainable interaction between people and their environment.

Our vision is to be a strong, global, independent engineering consultancy – sustainable and leading in our markets. Together we create an inspiring environment that we can be proud of and that others will want to join. Our roots are in the Netherlands, the United Kingdom and South Africa. In addition, we are established in Asia and the Middle East, Africa and the Americas.

Erik Oostwegel; "We are proud too of projects like the introduction of early flood warning systems in South America contributing to the safety of the society, and the construction of a bridge making safe travel possible for communities in South Africa. In everything we do, we aim to go further by introducing smart sustainable solutions to generate positive impact. We add value by doing things better, faster and more efficiently."

Communications on progress 2014 – UN Global Compact Principles (from 1-1-2014 to 31-12-2014)

	Report on 2014	Cross references*
<b>GENERAL</b>	<ul style="list-style-type: none"> <li>The UN Global Compact principles are included in our CR and Integrity policies and management systems, and in our <b>Global Code of Business Principles</b>.</li> <li>In 2014 Royal HaskoningDHV continued to raise awareness and monitor compliance with the management systems (Integrity, Health and Safety, Environment) and the Global Code of Business Principles worldwide.</li> <li>In 2014, the Global Code was translated, and it is now available in 9 languages (10<sup>th</sup> translation to be completed)</li> <li>The governance of CR and Integrity is described in the CR Statement (see right column)</li> <li>Issues and incidents are reported at least quarterly, and investigated and responded to – under supervision of the Executive Board and the Supervisory Board.</li> <li><b>In the Annual report - CR Statement, the plans for 2014 are presented and evaluated. In addition, the plans for the coming year (2015) are shared. This covers all items of the UNGC principles.</b></li> <li><b>In this table, the main events of 2014 are summarised.</b></li> </ul>	<p><a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a>:</p> <ul style="list-style-type: none"> <li>- Global Code of Business Principles</li> <li>- Business principles for partners and suppliers</li> <li>- CR policy statement</li> <li>- Integrity management</li> </ul> <p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; In the <b>Annual report 2014 Highlights</b>, we present our main achievements in 2014.</p> <p>In the <b>CR Statement 2014</b>, further information is presented on CR and integrity in detail: CR Summary, page 4 External references, page 10 CR and Integrity Governance, page 13 Acting with Integrity, page 21 Sustainable operations, page 31</p>
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;	<ul style="list-style-type: none"> <li><b>Respecting human rights</b> is a business condition to our company. In our Global code and in the Business principles for partners and suppliers human rights are included.</li> <li>No issues have been reported on human rights in 2014.</li> <li>However, several controversial issues have been explored related to human right conditions in countries in which we do projects, to ensure we act according to our principles and to try to have a positive effect, even if our impact is small.</li> <li><b>Safety</b> is a key value in our human resource management. Partly we are OHSAS 18001 – International Health and Safety standard – certified. We have implemented OHSAS 18001 into the company worldwide in 2014. This management system includes Travel security and Crisis management.</li> <li>In 2014, special attention has been paid to <b>travel security</b> and safety and female travel safety (training, standard procedures)</li> <li>In 2014 RHDHV has contracted the international emergency service provider International SOS (ISOS) for all our Business Travellers worldwide.</li> <li>In 2014 also a global Travel Tracker has been launched that enables RHDHV to trace and track all employees worldwide so RHDHV can immediately support our travellers in very short notice worldwide in case of an incident abroad.</li> <li>Several issues have been reported on safety - OHSAS 18001: Zero fatalities of staff were reported or communicated in any way in 2014. In total 89 accidents and 53 incidents have been reported and dealt with, of which some were non-work related. Based on the quarterly reviews, it was found that a large number of incidents related to travel.</li> </ul>	<p><a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a>:</p> <p>Global Code of Business Principles CR policy statement Purchase conditions Integrity management system QHSE management policy</p> <p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; In the <b>Annual report 2014 Highlights</b>, we present our main achievements in 2014.</p> <p><b>CR Statement 2014:</b> Travel security and safety, page 34-35</p>

<p><b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> <li>• In the compliance reports and through the Speak-up line, no violations have been raised in 2014 on human rights.</li> <li>• In one incident, it was found that temporary staff was hired without ensuring that social security was covered. This was corrected immediately, and measures to prevent this in the future were taken.</li> <li>• We will continue to execute and develop our Integrity management system and reporting, and also to raise awareness on the importance of speaking-up (directly, or through our anonymous system)</li> </ul>	<p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; In the <b>Annual report 2014 Highlights</b>, we present our main achievements in 2014.</p> <p><b>CR Statement 2014:</b> Integrity non-compliances, page 24</p>
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<ul style="list-style-type: none"> <li>• We subscribe to the conventions of the International Labour Organisations (ILO).</li> <li>• We have a <b>global HR policy</b> and an international HR management team and system, which enables us to recognise labour related issues worldwide.</li> <li>• After we developed and implemented a global performance and development system (P&amp;D) in 2013, in 2014 we implemented a global job positioning system (GPS) to create transparency and <b>equal opportunities</b> for careers for all staff. Our works council is actively engaged. In the Netherlands, the UK and South Africa, our primary centres of operations, the rights are also defined by the National Law.</li> <li>• No violations on freedom of association etc. have been reported in 2014.</li> </ul>	<p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; In the <b>Annual report 2014 Highlights</b>, we present our main achievements in 2014.</p> <p><b>CR Statement 2014</b> General principles we endorse, page 10</p>
<p><b>Principle 4:</b> Businesses ensure the elimination of all forms of forced and compulsory labour;</p>	<ul style="list-style-type: none"> <li>• This is managed and monitored with our HR management system as well as through our Integrity management System (Speak up). We work in countries in which forms of forced labour do occur. We do not accept any involvement in this. In our activities, no violations have been reported in 2014.</li> </ul>	<p><a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; <b>CR Statement 2014</b>; Acting with Integrity, page 21</p>
<p><b>Principle 5:</b> Businesses ensure effective abolition of child labour;</p>	<ul style="list-style-type: none"> <li>• This is managed and monitored with our HR management system as well as through our Integrity management System (Speak up). We work in countries in which forms of child labour do occur. We do not accept any involvement in this. In our activities, no violations have been reported in 2014.</li> </ul>	<p><a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; <b>CR Statement 2014</b>; Acting with Integrity, page 21</p>
<p><b>Principle 6:</b> Businesses should eliminate discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> <li>• Diversity and equality is a key value in our company. This is part of our HR management and Integrity management. No violations have been reported in 2014.</li> <li>• In 2014 we implement a global job positioning system (GPS) to create <b>transparency and equal opportunities</b> for careers.</li> </ul>	<p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; <b>Annual report 2014 Highlights</b>, page 47, 50</p> <p><b>CR Statement 2014</b>, page 33</p>

<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p>	<p>We actively promote taking a precautionary approach to environmental challenges in our projects in cooperation with clients and partners. It is part of our business approach as is illustrated in our annual report (enhancing society together) and CR Statement.</p> <ul style="list-style-type: none"> <li>• This is covered by our ISO 14001 certificate.</li> <li>• In 2014, we concluded we need a more simple approach to inspire staff to create more environmental value (our tool 'e-Value' was seen as too administrative), which has been developed.</li> <li>• Within our businesses we employ <b>environmental specialists</b> that integrate environmental management in our engineering consultancy projects. They share knowledge internationally (Knowledge Management program).</li> <li>• Under the coordination of the <b>innovation taskforce</b>, we continuously look for new solutions and technologies, with the ambition to increase environmental efficiency and performance (e.g. water treatment).</li> <li>• In our operations, we measure the <b>ecological footprint</b> of our offices and business travel; we set targets and carry out action plans for the reduction of CO2 equivalent emissions.</li> </ul>	<p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>; <b>CR Statement 2014, page 35</b></p>
<p><b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility;</p>	<ul style="list-style-type: none"> <li>• As is custom, in 2014 CR and Sustainability (people, planet, profit) was included in many training modules, to develop skills and awareness, and to communicate our ambition of showing leadership in sustainability.</li> <li>• In 2014, we started to further develop our vision and opportunities in <b>4 global challenges</b>, which is part of our "Vision 2018" – our strategic plan. We recognise these challenges, the <b>urban, water, transport and industrial</b> challenge, as the drivers for change and development that we aim to contribute to. Exploring these challenges helps staff to focus on opportunities for improvement; The vision was presented in all countries, and is accessible to all staff.</li> <li>• In 2014, we further continued to invest in <b>Circular Economy</b>, taking initiatives with partners to stimulate the transition to a circular economy. We have several projects and initiatives now running. With our membership of '<b>De Groene Zaak</b>' and <b>Circle Economy</b> we engaged to develop and promote circular economy.</li> <li>• In 2014, we organised a <b>knowledge exchange event</b>, sharing across the company, made visible globally (videos).</li> <li>• We measure our <b>CO2-footprint</b>, and carry out plans for continuous improvement. Our global strategy caused an increase in air travel, which we now analyse to see if we change this trend.</li> </ul>	<p>On the annual report webpages, you can find a Video on our strategy.</p> <p>The four global challenges are also presented on our website (<a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a>)</p> <p><i>See more info on CO2-footprint in the Annual Report and CR Statement</i></p>

<p><b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> <li>• The four challenges are an invitation to our staff and clients to develop new solutions, which we actively promote.</li> <li>• Our business lines work with a <b>Sustainability Agenda</b> that outlines key developments and improvements that further increase their contribution to sustainable development.</li> <li>• <b>Innovation</b> is steered by the Technical Directors (tools and support for innovation across market sectors). Our cleaner technologies are shared and promoted internationally and implemented worldwide (e.g. Nereda, an innovative and efficient water treatment technology). We continued with our annual competition (Da Vinci award) for staff to present their best innovations. Royal HaskoningDHV earned several awards in 2014 for clean technologies, and promoted new and cleaner technologies at conferences and events.</li> </ul>	<p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>;</p> <p>Awards and Nominations: <a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a></p>
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> <li>• Integrity and anti-corruption is key to our business and our (moral) license to operate. We have <b>zero tolerance</b> towards corruption. This vision is translated in, and safeguarded by our Integrity management system, which includes clear instructions and guidelines, definitions, the role of our Group Compliance director Officer and <b>local compliance officers</b>, reporting structures, anonymous <b>speak-up line</b>, a living reference book, training, and approach to auditing.</li> <li>• In 2014 the integrity system was further promoted and communicated on our global Intranet and in training sessions with staff. The International <b>Integrity Council</b> has discussed improvements (4x) and Local Compliance Officers reported on issues quarterly. Our integrity principles are included in our project management (Risk) procedures and in selecting and contracting our partners and suppliers.</li> <li>• In 2014, we introduced that in all management meetings, Integrity has to be discussed as first agenda item: '<b>Integrity Moment</b>'.</li> <li>• In 2014 we carried out an awareness raising <b>campaign</b> (posters, news items, meeting sessions).</li> <li>• In 2014, we started the development of a <b>Third Party Assessment</b> procedure.</li> <li>• In 2014 several incidents of violations and non-compliances were reported by our Compliance Officers during the year. Most issues were minor concerns that have been evaluated, and appropriate measures have been taken for correction and prevention (CR Statement, page 24)</li> <li>• We continue working on improvements to comply with the requirements of our externally provided certificate for <b>Ethics Intelligence</b>. (On 30 April 2014, we have been awarded an extension of our <b>Anti-corruption compliance certificate</b> for two years)</li> </ul>	<p>Integrated annual report 2014 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2014">http://www.royalhaskoningdhv.com/annualreport-2014</a>;</p> <p><b>CR Statement 2014</b> CR and Integrity governance, page 14 Acting with integrity, page 22</p> <p>Ethic Intelligence – Anti-Corruption Compliance Certificate: See <a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a></p> 

(\*) Cross reference can be made with documents that are available on our annual report website (<http://www.royalhaskoningdhv.com/annualreport-2014>) our Corporate website ([www.royalhaskoningdhv.com](http://www.royalhaskoningdhv.com)) or available on request (info.CR@rhdhv.com).