

## 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](http://www.royalhaskoningdhv.com/annualreport-2015) report 2015 is a web-based and integrated report that summarises our achievements in 2015 (<http://www.royalhaskoningdhv.com/annualreport-2015>). The report includes a **CR Statement**, in which we elaborate on the steps we have taken, the performance and results of 2015 and the ambitions for the future. It emphasises 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 [info.CR@rhdhv.com](mailto:info.CR@rhdhv.com).



Erik Oostwegel

Chairman of the Executive Board

Amersfoort, 19 May 2016

## 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 6,500 colleagues across the world, we work for public and private clients in more than 150 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; "Society is confronted with the huge challenges in urbanisation, water, transport and industry and the increasing impact of climate change. It is our responsibility to help our clients – and their clients and stakeholders – to be truly prepared for the consequences of these challenges. We have therefore introduced a simple tool, 4 Questions, to be asked during every single project. We hope the answers to these questions will encourage our clients and partners to join us as we work together in developing responsible solutions that will last far beyond our generation. Together, we can make a world of difference, contributing to a more sustainable future for our children and our children's children."

Communications on Progress 2015 – UN Global Compact Principles (from 1-1-2015 to 31-12-2015)

	Report on 2015	Cross references*
GENERAL	<ul style="list-style-type: none"> <li>• Royal HaskoningDHV highly values the principles of the UNGC, and integrated them in the strategy, Corporate Responsibility (incl. HR &amp; QHSE) and Integrity policies, in the total global management system, and in our <b>Global Code of Business Principles</b>, as well as in our values (BrITE – Brightness, Integrity, Team spirit and Excellence).</li> <li>• The governance of CR and Integrity is described in the annual report (Annual Report 2015, page 82)</li> <li>• <b>In this CoP-report, the main events of 2015 are summarised, with reference to the Annual report and Corporate website for details (cross reference, at the right).</b></li> <li>• <b>Progress highlights:</b> <ul style="list-style-type: none"> <li>○ We implemented 4 Questions to improve the sustainability of each projects worldwide</li> <li>○ We implemented ISO 26000</li> <li>○ We implemented our new Third Party Assessment procedure to verify the integrity of our partners</li> <li>○ We rolled-out our integrity training for all staff (e-learning)</li> </ul> </li> </ul>	<p><a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a>:</p> <ul style="list-style-type: none"> <li>- <a href="#">Our BRITE values</a></li> <li>- <a href="#">Integrity management system</a></li> <li>- <a href="#">Global Code of Business Principles</a></li> <li>- <a href="#">Business principles for partners and suppliers</a></li> <li>- <a href="#">CR policy statement</a></li> <li>- <a href="#">Our 4 Questions to Enhance Society Together</a></li> </ul> <p>Integrated annual report 2015 – website: <a href="http://www.royalhaskoningdhv.com/annual-report-2015">http://www.royalhaskoningdhv.com/annual-report-2015</a>; In the <a href="#">Annual report 2015 Highlights</a>, we present our main achievements in 2015.</p> <p>In the <b>CR Statement 2015</b>, further information is presented on CR and integrity in detail: CR Summary, page 76 and further Our Approach page 77 Our 4 Questions to Enhance Society Together, page 25 Our ambitions and results, page 77 Sustainable Development Goals, page 78 Corporate Responsibility and Integrity Governance, page 82 and further Sustainable operations, page 25 and further</p>
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;	<p><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.</p> <ul style="list-style-type: none"> <li>• Several issues have been explored related to labour conditions (formal employment and insurance) and corrective measures have been taken.</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 2015, specific attention has been paid to <b>travel security</b> and safety by extending the Travel Tracker an enhancement to our International SOS system to all countries for worldwide business travel. In 2015 for all offices worldwide an emergency response plan has been launched and implemented.</li> <li>• In 2015 we continued our focus on the health and safety of our staff. Our objective for 2015 was zero fatalities and 10% decrease in accidents. Our online incident and accident report form ensures staff can easily report an accident or incident. During the year 156 reports were submitted and no fatal accidents occurred among our</li> </ul>	<p><a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a>:</p> <ul style="list-style-type: none"> <li><a href="#">Global Code of Business Principles</a></li> <li><a href="#">Business Principles for Partners and Suppliers</a></li> <li><a href="#">Integrity management system</a></li> <li><a href="#">ETHIC Intelligence Certificate</a></li> <li><a href="#">CR policy statement</a></li> <li>Purchase conditions</li> <li>QHSE management policy</li> </ul> <p>Annual Report – website: <a href="http://www.royalhaskoningdhv.com/en-gb/annual-report-2015">http://www.royalhaskoningdhv.com/en-gb/annual-report-2015</a></p> <p>Here you can find the webbased Annual Report and the printable Annual Report in pdf</p> <p><i>Find the direct link to the Highlights - Annual Report 2015 &lt;<a href="#">here</a>&gt;</i></p> <p><i>Find the direct link to the full Annual Report 2015, including Financial and CR details &lt;<a href="#">here</a>&gt;</i></p>

	<p>staff. Accidents involving staff members were 129, an 8.51% reduction compared to 2014.</p> <ul style="list-style-type: none"> <li>• In 2015, In total five incidents (that resulted in at least one day off) were reported in 2015 and 112 other reportable cases. The frequency of lost time injuries (per 200,000 workable hours) was 1.10 (down from 1.28 in 2014) and the total recordable case frequency was 2.6 (0.3 less than 2014).</li> <li>• In addition to our own global management system, in 2015 we aimed for at least 80% of our offices to reach internationally recognised standards for quality, health and safety and environment. We surpassed this figure and, by the end of the year, 97% of the company (based on staff numbers) had been certified for ISO 9001 (quality), ISO 14001 (environment) and OHSAS 18001 (health and safety).</li> </ul>	
<p><b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses</p>	<p>With our global HR management system, team, and global HR policies, systems and registration, we are well able to manage this Principle. In addition, our Internal auditing and Integrity &amp; Compliance Management System ensure that we monitor our compliance closely.</p> <ul style="list-style-type: none"> <li>• In our compliance reports and through the Speak-up line, issues have been raised in 2015 about disrespectful treatment of staff. These have been investigated and corrective measures have been taken.</li> <li>• Our HR management has been strengthened globally to ensure all staff member are well covered by our policies and have access to all HR support facilities.</li> <li>• We continued 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>Annual Report – website: <a href="http://www.royalhaskoningdhv.com/en-gb/annual-report-2015">http://www.royalhaskoningdhv.com/en-gb/annual-report-2015</a></p> <p>Here you can find the webbased Annual Report and the printable Annual Report in pdf</p> <p><i>Find the direct link to the Highlights - Annual Report 2015 &lt;<a href="#">here</a>&gt;</i></p> <p><i>Find the direct link to the full Annual Report 2015, including Financial and CR details &lt;<a href="#">here</a>&gt;</i></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>• No violations on freedom of association etc. have been reported in 2015.</li> <li>• In our newly introduced e-learning on Integrity and Compliance we addressed that our Global Code of Business Principles supports diversity and equal opportunities in all businesses, for all staff in all functions.</li> </ul>	<p>Integrated annual report 2015 – website: <a href="http://www.royalhaskoningdhv.com/annualreport-2015">http://www.royalhaskoningdhv.com/annualreport-2015</a>;</p> <p>In the <a href="#">Annual report 2015 Highlights</a>, we present our main achievements in 2015.</p> <p>In the <b>CR Statement 2015</b>, further information is presented on CR and integrity in detail: CR Summary, page 76 and further Our Approach page 77 Our 4 Questions to Enhance Society Together page 25 Our ambitions and results, page 77 Sustainable Development Goals, page 78 Corporate Responsibility and Integrity Governance, page 82 and further</p>
<p><b>Principle 4:</b> Businesses ensure the elimination of all</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.</li> </ul>	<p><a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a>: <a href="#">Global Code of Business Principles</a> <a href="#">Business Principles for Partners and Suppliers</a> <a href="#">Integrity management system</a> <a href="#">ETHIC Intelligence Certificate</a></p>

<p>forms of forced and compulsory labour;</p>	<p>In our activities, no violations have been reported in 2015.</p>	<p><a href="#">CR policy statement</a></p> <p>Annual Report – website: <a href="http://www.royalhaskoningdhv.com/en-gb/annual-report-2015">http://www.royalhaskoningdhv.com/en-gb/annual-report-2015</a></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 2015.</li> </ul>	<p><a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a>: <a href="#">Global Code of Business Principles</a> <a href="#">Business Principles for Partners and Suppliers</a> <a href="#">Integrity management system</a> <a href="#">ETHIC Intelligence Certificate</a> <a href="#">Speak Up Line</a></p> <p><a href="#">CR policy statement</a></p> <p>Annual Report – website: <a href="http://www.royalhaskoningdhv.com/en-gb/annual-report-2015">http://www.royalhaskoningdhv.com/en-gb/annual-report-2015</a></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 in regard of this Principle have been reported in 2015.</li> <li>In 2015 the organisational structure was streamlined to improve efficiency, effectiveness and cross-expertise collaboration globally. All business management positions were made transparent and appointments have been made with special attention from the Works Council and workers representatives.</li> </ul>	<p>Annual Report – website: <a href="http://www.royalhaskoningdhv.com/en-gb/annual-report-2015">http://www.royalhaskoningdhv.com/en-gb/annual-report-2015</a></p> <p>Here you can find the webbased Annual Report and the printable Annual Report in pdf</p> <p><i>Find the direct link to the Highlights - Annual Report 2015 &lt;<a href="#">here</a>&gt;</i></p> <p><i>Find the direct link to the full Annual Report 2015, including Financial and CR details &lt;<a href="#">here</a>&gt;</i></p> <p><b>Annual report 2015</b>, page 13 and page 19, and 20</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).</p> <ul style="list-style-type: none"> <li>This is included in our <b>ISO 14001</b> certificate.</li> <li>In 2015, we implemented a simple approach called “<b>The Four Questions</b>” to inspire staff to create more environmental value. Implementation is based on global training by 100 local ambassadors and “The Four Questions” are mandatory, and they have been integrated in our work procedures.</li> <li>The 4 Questions support teams to think about impacts at the <b>very start</b> of the project and discuss options for improvement with the client.</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>Annual Report – website: <a href="http://www.royalhaskoningdhv.com/en-gb/annual-report-2015">http://www.royalhaskoningdhv.com/en-gb/annual-report-2015</a></p> <p>Here you can find the webbased Annual Report and the printable Annual Report in pdf</p> <p><i>Find the direct link to the Highlights - Annual Report 2015 &lt;<a href="#">here</a>&gt;</i></p> <p><i>Find the direct link to the full Annual Report 2015, including Financial and CR details &lt;<a href="#">here</a>&gt;</i></p> <p><b>CO2-footprint:</b> Annual report 2015 (full), page 6, 25, 26</p>

	<ul style="list-style-type: none"> <li>We actively aim to “practice what we preach”: Our renovated head office in Amersfoort was awarded a <b>gold label for BREEAM in use</b>.</li> </ul>	<a href="#">Key Figures 2015 CO2-Footprint</a>
<p><b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility;</p>	<p>We recognise <b>Four Global Challenges</b> in which we have the best and most potential to add value to the development of a sustainable future: These are the Urban, Water, Transport and Industry challenge. These challenges and our CR priorities match very well with the Sustainable Development Goals (<b>SDGs</b>) that have been defined in 2015 by the UN.</p> <ul style="list-style-type: none"> <li>The 4 Questions have been implemented to support our teams to discuss better solutions with the client.</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) – see Annual report.</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>As is custom, Corporate Responsibility and Sustainability (people, planet, profit) were included in many <b>training</b> modules, to develop skills and awareness, and to communicate our ambition of showing leadership in sustainability.</li> <li>With our membership of ‘<b>De Groene Zaak</b>’ (part of the World Business Council for Sustainable Development, WBCSD) and <b>Circle Economy</b> we engaged to develop and promote circular economy.</li> <li>We were ambassador of the <b>NL Circular hotspot</b> initiative during the EU-Chairmanship of the Netherlands.</li> </ul>	<p><b>Four global challenges and 4 Questions:</b> <a href="#">Annual report 2015 (full)</a>, page 23, 24, 25</p> <p><b>Sustainable Development Goals:</b> <a href="#">Annual report 2015 (full)</a>, page 78</p>
<p><b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies</p>	<p>With our business- and market position, we are very well able to distribute environmentally friendly technologies across the globe. You could say that this is our core business! More info in the <b>Highlights</b> and full Annual Report 2015!</p> <ul style="list-style-type: none"> <li>Besides distribution, we focus on <b>development</b> of new solutions as well (innovation):</li> <li>The four challenges are an invitation to our staff and clients to develop new solutions, which we actively promote.</li> <li><b>Innovation</b> is steered by the Technical Directors (tools and support for innovation across market sectors).</li> <li>Our <b>cleaner technologies</b> are shared and promoted internationally and implemented worldwide (e.g. <b>Nereda</b>, an innovative and efficient water treatment technology).</li> <li>Royal HaskoningDHV earned <b>several awards</b> in 2015 for clean technologies, and promoted new and cleaner technologies at conferences and events.</li> </ul>	<p>Annual Report – website: <a href="http://www.royalhaskoningdhv.com/en-gb/annual-report-2015">http://www.royalhaskoningdhv.com/en-gb/annual-report-2015</a></p> <p><i>Find the direct link to the Highlights - Annual Report 2015 &lt;<a href="#">here</a>&gt;</i></p> <p><i>Find the direct link to the full Annual Report 2015, including Financial and CR details &lt;<a href="#">here</a>&gt;</i></p> <p><i>Highlights 2015: page 16-19 (awards)</i></p> <p><a href="#">Full Annual Report 2015</a>; page 17, 18, 24, 25</p> <p>Also visit <a href="http://www.royalhaskoningdhv.com">www.royalhaskoningdhv.com</a></p>



**Principle 10:**  
Businesses should work against corruption in all its forms, including extortion and bribery

Integrity and anti-corruption is key to our business and our (moral) license to operate. We have **zero tolerance** 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 Officer and **Local Compliance Officers**, reporting structures, anonymous **speak-up line**, a living reference book, training, and approach to auditing.

- In 2015, we continued to work on improvements to comply with the requirements of our externally provided certificate for **ETHIC Intelligence**. (On 30 April 2014, we were awarded an extension of our **Anti-corruption compliance certificate** – valid for two years)
- The International **Integrity Council** has discussed improvements (4x) and Local Compliance Officers reported on issues quarterly.
- All Local Compliance Officers were **trained** through our internal global Integrity Academy (4 webinars) – and this will continue in 2016.
- The **e-learning** (for all staff) was further rolled-out globally. Participation is registered and passing the test is awarded.
- We extended the '**Integrity Moment**' in each meeting to be a short training and awareness raising session.
- We implemented the **Third Party Assessment** procedure.
- 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 (Full Annual Report 2015, page 84)

[Global Code of Business Principles](#)  
[Business Principles for Partners and Suppliers](#)  
[Integrity management system](#)  
[Speak Up Line](#)

[CR policy statement](#)

Annual Report – website:

<http://www.royalhaskoningdhv.com/en-gb/annual-report-2015>

Here you can find the webbased Annual Report and the printable Annual Report in pdf.

*Find the direct link to the Highlights - Annual Report 2015 <[here](#)>*

*Find the direct link to the Full version of the Annual Report 2015, including Financial and CR details <[here](#)>*

[ETHIC Intelligence Certificate](#)

