

We take responsibility for having a positive impact on the world and we constantly challenge ourselves and others to develop sustainable solutions to local and global issues. Our ambition is to run a financially healthy business as profit enables us to invest in our people and business and operations - delivering on our purpose of Enhancing Society Together. Our purpose drives us and helps to distinguish ourselves in the market. It's also our daily compass:

We care deeply about our people, our clients, and society at large. We take responsibility for having a positive impact on the world and we constantly challenge ourselves and others to develop sustainable solutions to local and global issues. We feel the urgency and are committed to accelerating the measurable benefits we deliver.

We act with integrity and transparency and hold ourselves to the highest standards of environmental and social governance.

We are diverse and inclusive. We will not compromise the safety or well-being of our team or communities – no matter the circumstances.

We actively collaborate with clients, partners and stakeholders in projects and initiatives, together. Our actions, big and small, will drive the positive change the world needs, and will enhance society now and for the future.

We endeavour to conduct all our activities in a lawful, ethical, safe, and socially responsible manner.

We regularly monitor, review and report our progress in achieving our Corporate Social Responsibility/Sustainability targets.

We act ethically, with transparency in our business dealings and adhere to [the Ten Principles of the UN Global Compact](#). These principles are embedded in our daily business through our [Code of Conduct](#). Our commitment to respectful behaviour and integrity is an integral part of our culture, rooted in our vision, mission and core values People first, Explore the (im)possible, Grow together and Lead by example. This is communicated through our Code of Conduct which, together with our Integrity Management and Compliance Programme, defines and assures our conduct. We have a zero-tolerance for non-compliance with our code.

We are committed to occupy a leadership role in the transition to a net zero carbon economy and in 2021 have accelerated our emissions reduction ambitions to achieve net zero by 2030. In August 2022, the Science Based Targets initiative (SBTi) approved our near- (2030) and long-term (2050) emissions reduction targets to achieve Net-Zero greenhouse gas emissions within our global operations. Our Net-Zero commitment will reduce scope 1, 2 and 3 emissions in line with the [Science Based Targets initiative](#) supporting the Paris Agreement to limit global warming to 1.5° C compared to pre-industrial levels. More information is shared on [our website](#). To track progress on our science-based targets we are following the GHG-protocol and ISO14064 international standard. We report at least annually, and we share our progress via our Annual Report on [our website](#)

We play an active role in initiatives that benefit the communities in which we work. Our [BriTE Foundation](#) is a charity fund established by our employees to make a real difference in the world. Through the foundation, employees contribute time, expertise and money to small-scale charity projects.

We continue to support global partnerships on integrity and sustainability, focusing our impact towards specific Sustainable Development Goals. Our Partnership (Sustainable Development Goal (SDG) 17) strategy is to focus on influencing Policy Frameworks and cross-Industry Transformation.

Our strategic focus and making our contribution relevant and actionable

As part of our strategy, we aim to deliver measurable impact in our projects and our own operations. Our contribution to inclusive sustainable development is embedded in our approach Enhancing Society Together. In our daily practice we focus on five Enhancing Society Together themes where we can have the most influence. These five themes are relevant to everything we do – for our people and our clients, the way we operate as an organisation, and how we implement our projects. They will also be the fundament to report on our impact and progress. The five themes are included in a tangible and consistent way in our conversations, proposals, projects and services with the use of our purpose matrix. This matrix provides guidance and reference for project and client vetting and for daily practice. It is also being used to actively challenge ourselves and our clients to be more sustainable and to seize opportunities for positive impact in all themes.

The five themes, and primary linked SDGs, are climate change (SDG7 and SDG13), biodiversity & natural systems (SDG14 and SDG15), resources & circularity (SDG 6 and SDG12), social value & equality (SDG 4, SDG5, SDG8, SDG9 and SDG11), and safety & well-being (SDG3). Our purpose chart details how these will guide us and relate to identified UN Sustainable Development Goals to protect the planet, end poverty, and ensure that by 2030 people everywhere enjoy peace and prosperity.

Our global leading markets

The need for solutions to the complex challenges faced by countries, societies and businesses is more important than ever. In this, Royal HaskoningDHV has an important role to play.

We design, safeguard, and maintain assets in our living environments that form the backbone of society – from buildings and infrastructure to energy and water supplies, industrial sites, transport systems and more. We aim for growth in nine global leading markets where we have a strong position and are renowned for our expertise – allowing us to innovate, attract clients and talents, and be profitable: climate resilience, data centres, aviation & intermodal transit hubs, light industry, maritime, renewable energy & decarbonisation of industry, sustainable mobility, tunnels & structures and water technology. We will also strengthen our unique position as market leader in the Netherlands.

In these (nine global leading) markets we would like to operate on a global scale, offering three main services:

- Engineering and design services – building on our deep domain knowledge and ability to tackle clients' complex demands,
- Consultancy services – being a trusted advisor for clients who are increasingly considering total cost of ownership,
- Software and technology – supporting clients to optimise the performance of their assets by combining software and technology with our domain knowledge.

Royal HaskoningDHV works according to an Integrated Management System which is certified against several ISO standards. Continual improvement is one of the key aspects of achieving our objectives, including that of implementing a 'One Company' concept. In this respect, we execute a programme of implementation and certification of our Integrated Management System in all our offices throughout the world on an on-going basis.

Finally, whilst the Executive Board, Global and Corporate Directors and all other managers fully recognise and accept that corporate social responsibility/sustainability management is an integral part of their role and responsibilities, only with the cooperation, involvement and commitment of every employee, can the objectives of this policy statement be met.

Our purpose is to Enhance Society Together.

Approved By:



/ 1 February 2024

Marije Hulshof

(Date)

CEO

OPEN