

Royal HaskoningDHV: Commitment to Health and Safety

At Royal HaskoningDHV, our purpose—Enhancing Society Together—guides everything we do. We are a people centric global company and operate under the principle of One Company. We strive to achieve a zero incident, accident culture and as such, the protection of the health and safety, (H&S) of our employees and our clients is one of our top priorities.

We are deeply committed to maintaining the highest standards of H&S management across our operations, and in our advice and design all our business entities. This includes proactively identifying physical and psychological hazards, managing the associated risks, and preventing harm to our people, our clients, and the wider community. To drive sustainable success, we recognise that fostering a culture of inclusivity, diversity, and safety is essential. H&S is not just a policy—it is embedded in how we work globally.

While our Executive Board, Global and Corporate Directors, and all levels of management are fully committed to the robust management of H&S, we believe that every individual within Royal HaskoningDHV has a leadership role in ensuring effective H&S management and our organisational H&S commitments apply to all. We expect our employees to act with integrity, conducting activities in a safe, legal, ethical, and socially responsible manner in alignment with our core values and therefore we all play a vital role in achieving the commitments we set out below:

Our Commitments to H&S*

To deliver on our mission, we pledge to:

➤ Provide a Safe Working Environment

Establish a caring and safe workplace where effective H&S management is a core value, and unsafe practices are not tolerated.

➤ Foster Transparent Communication

Share our policies, objectives, best practices, and performance openly to build trust, enhance productivity, and maintain confidence among employees, clients, and stakeholders.

➤ Lead by Example

Demonstrate leadership through prioritising robust H&S management in all aspects of our work and in line with our values and Code of Conduct.

➤ Proactively Mitigate Risks

Identify, assess, and minimise risks associated with our activities, as far as reasonably practicable.

➤ Engage Employees in H&S Initiatives

Actively involve employees through consultation and feedback mechanisms to promptly address and resolve H&S concerns.

➤ Raise Awareness and Equip Our Employees

Provide the necessary training and tools to mitigate risks and ensure all employees understand the H&S hazards associated with their activities, whether in-office, during travel, or at other locations.

➤ Encourage acting on Unsafe Practices

Support employees who speak out or intervene in unsafe behaviours or conditions, ensuring these concerns are addressed promptly and effectively and form part of our lessons learnt process.

➤ Promote Inclusivity and Diversity

Build a culture where inclusivity and diversity are at the forefront, strengthening our collective commitment to health, safety, and wellbeing.

➤ Ensure Legal and Ethical Compliance

Act with integrity and adhere to all applicable national and international H&S legislation and standards.

➤ Pursue Continuous Improvement

Regularly monitor and adapt our H&S practices to ensure continuous improvement in line with our values and business goals.

There is no order of importance to our commitments, they are all expected to work in conjunction with each other

By upholding these principles, we demonstrate our unwavering dedication to the health and safety of everyone connected to Royal HaskoningDHV, ensuring that *Enhancing Society Together* remains at the heart of all we do.

Approved by

Marije Hulshof, CEO on 27-Feb-2025

