

REPORT

Equality, Diversity & Inclusion Policy

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1 Equality, Diversity & Inclusion Policy

Based on our Code of Conduct Royal HaskoningDHV is committed to providing an enriching work environment for all. It allows individual skills, strengths and perspectives to be heard, used and amplified, regardless of gender, age, sexual orientation, religion, physical ability or nationality. We offer equal opportunity and embrace diversity of thought. We believe diversity is not a goal, but a way to reach our goals. We treasure all our employees and are committed to continuously improve their sense of belonging.

1.1 Purpose

This Equality, Diversity, and Inclusion (ED&I) policy outlines our commitment to promoting and maintaining a culture of equality, diversity, and inclusion throughout all aspects of our operations.

Definitions

- Equality: Fair and just treatment for all, ensuring that systems and processes do not create barriers or advantages based on individual characteristics.
- Diversity: The range of individual differences, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, nationality, and socioeconomic background.
- Inclusion: The practice of involving every individual, regardless of their diverse characteristics, in decision-making processes, activities, and opportunities.

1.2 Policy Statement

Based on our code of Conduct Royal HaskoningDHV is committed to:

- Creating an Inclusive Environment: We strive to create an environment where everyone feels valued, respected, and heard. We will actively work to eliminate discrimination, harassment, and bias from our workplace.
- Equality in Opportunities: We will provide fair and equal opportunities for all employees to excel and advance within the organization, regardless of their backgrounds.
- Diverse Workforce: We aim to build and maintain a diverse workforce that represents a broad range of backgrounds, experiences, and perspectives.
- Accessible and Inclusive Practices: We will ensure that our policies, practices, and procedures are accessible and inclusive to all employees.
- Continuous Learning: We are committed to continuous education and awareness-building to foster understanding and appreciation of diversity and inclusion.
- Accountability and Reporting: We will regularly assess and report on our ED&I efforts to ensure transparency and accountability.

1.3 Responsibilities

- Leadership: our leaders are responsible and accountable for setting the tone, providing resources, and promoting an inclusive culture.
- Employees: Every employee is responsible for treating others with respect and for promoting inclusivity. Concerns about ED&I issues can be shared according to our Code of Conduct.

1.4 Implementation

- Training and Education: Royal HaskoningDHV will provide ongoing training to employees to enhance their understanding and awareness of equality, diversity, and inclusion.
- Recruitment and Hiring: We will implement inclusive recruitment and hiring practices to attract and retain a diverse workforce.
- Career Development: We will provide equal opportunities for career growth, equal pay, mentorship, and skill development for all employees.
- Accessibility: We will ensure that our physical spaces, digital platforms, and communication methods are accessible to all.
- Reporting and Monitoring: We will establish mechanisms for reporting and addressing ED&I concerns and will regularly review progress towards our ED&I goals.

1.5 Conclusion

By implementing this Equality, Diversity, and Inclusion Policy, we reaffirm our commitment to creating a workplace where everyone can thrive, contribute, and succeed, regardless of their backgrounds.

This policy is a living document and will be reviewed and updated as needed to reflect our evolving ED&I goals and initiatives.

Appendix: ED&I definitions explained

Diversity

Diversity refers to the presence and representation of a wide range of identities, backgrounds, and perspectives within a group, organization, or community.

It encompasses visible aspects such as race, ethnicity, gender, age, physical abilities, nationality, as well as less visible aspects such as socioeconomic status, sexual orientation, religious beliefs, and educational backgrounds.

Diversity recognizes and celebrates the unique characteristics and experiences that individuals bring, highlighting the importance of different perspectives, ideas, and approaches.

These different perspectives, the diversity of thought, is crucial because it fosters innovation, enriches problem-solving, and leads to well-rounded and comprehensive decision-making.

Equality

Equality focuses on ensuring fairness, justice, and impartiality in processes, policies, and practices to provide equal opportunities and outcomes for all individuals, regardless of their background or identity.

Equality acknowledges that different individuals may require different levels of support and resources to reach an equal playing field. It involves identifying and addressing systemic barriers and structural inequalities that may hinder certain groups from fully participating and thriving.

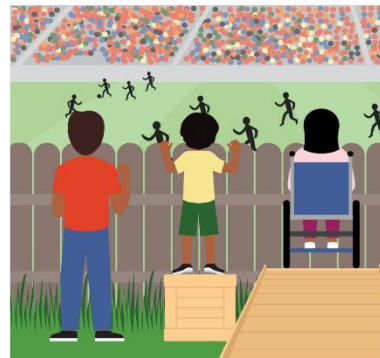
Equality aims to create conditions where everyone has an equal chance to succeed and access to the resources they need.



Reality | Few get more than they need.
Some get just what they need.
Many get less than they need.



Equality | Everyone gets the same support, this works better for some than for others.



Equity | Everyone gets the support they need.

Inclusion

Inclusion involves creating an environment where all individuals feel welcomed, valued, and respected. It is about fostering a sense of belonging and ensuring that diverse voices and perspectives are actively sought, heard, and considered.

Inclusion goes beyond mere representation and aims to cultivate a culture of openness, collaboration, and respect.

It involves removing barriers to participation, actively promoting diverse viewpoints, and creating opportunities for individuals to contribute and thrive authentically.