



# Global Supplier Code of Conduct

# Introduction

Arcadis is committed to meeting the highest standards of business conduct and we embrace sustainability in all that we do. These commitments extend to our supply base. Arcadis values a collaborative approach with suppliers towards innovative and sustainable solutions.

## Our Ambitions and Core Values

Sustainability, Integrity, People First, Client Success and Collaboration are at the core of everything we do. We thereby are committed to the United Nations (UN) Guiding Principles on Business and Human Rights (UNGP), the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the Ten Principles of the United Nations Global Compact to which we are a signatory and the Arcadis General Business Principles (AGBP) which further set guidance for our business decisions and actions throughout the world. We seek to directly contribute to the relevant Sustainable Development Goals (SDGs) of the United Nations.

## A Sustainable Supply Base

Our ambitions and core values also extend to our supply base. Suppliers are responsible to ensure that they and their employees as well as their suppliers conduct business in a responsible manner. We expect our suppliers to conduct their operations in an environmentally, socially and economically responsible way and make sure the same happens in their own supply chain. We also expect suppliers to adhere to applicable legal and regulatory requirements, and to respect international standards in relation to sustainability, human rights, labor conditions, the environment, health and safety and integrity. We encourage a collaborative approach with our suppliers to drive innovative and sustainable solutions that can deliver a positive impact to society and improve quality of life.

## Selection and Contracting

Sustainability is a strategic focus for Arcadis, and we seek to actively select suppliers who share this focus and set high sustainability ambitions in their own operations and their supply chains. Any work subcontracted through an Arcadis supplier requires upfront alignment and formal approval from Arcadis, and it needs to fully comply with the standards, or similar standards, as set out in this Supplier Code of Conduct. We seek to integrate provisions in supplier contracts that further enhance environmentally, socially and economically responsible operations.

## Related Policies

This Code of Conduct is complementary to several Arcadis policies, principles, and practices. As a Supplier, you are expected to directly access and familiarize yourself with the following Arcadis policies and to act in compliance with them:

- [Arcadis General Business Principles](#)
- [Arcadis Procurement Policy](#)
- [Arcadis Global Sustainability Policy](#)
- [Arcadis Human Rights and Labor Policy](#)

## 1. Environment

Arcadis is committed to developing innovative solutions that protect the planet and promote a sustainable world today and for generations to come. It is our ambition to maximize positive impact in the projects we undertake for our clients, in our own business operations, and by empowering our people and engaging communities where we live and work. We understand that the global effort to create a more circular and sustainable economy and society is a journey in which Arcadis can play a leading role. It is our mission to create exceptional and sustainable outcomes for our clients in natural and built asset environments. We follow Science Based Targets (SBT) and publish regularly about our ambitious sustainability journey.

**These commitments extend to our supply base.** We expect you as a supplier to conduct your operations in an environmentally responsible way. We expect suppliers to show respect for the environment and comply with applicable international and local environmental laws.

We integrate sustainability in our supplier selection criteria and seek to collaborate with suppliers with high sustainability ambitions applicable to their operations. We welcome you as a supplier to collaborate with us on innovative solutions that can deliver a positive, sustainable impact.

We expect you as a supplier to take good care of:

- Development of sustainable and innovative solutions with the most positive environmental impacts, including on nature and biodiversity;
- Green House Gas emission reduction towards net-zero emissions by latest 2050 with clear, verifiable, and ambitious in-between steps;
- Identification of environmental impacts and minimization of adverse consequences of your operations, services or products on the community, environment, and natural resources through
  - pollution prevention,
  - resource, waste, and air emission reduction,
  - minimization and controlled application of hazardous substances,
  - responsible water management,
  - and energy consumption.

We expect you to have evidence of sustainability efforts and impacts available and provide this upon our request.

We are maximizing our positive impact in our projects, driven by our passion to improve quality of life, making the world we live in a better place for our people, clients and communities

## 2. Human Rights

Arcadis respects all human rights, and we are committed to improving quality of life. Our commitment means that we will try to prevent, identify, mitigate and remediate human rights impacts resulting from or caused by our business activities, including those which are linked to by the activities of our suppliers.

**These commitments extend to our supply base.** We expect you as a supplier to have the same commitment to respect human rights and to operate your business in keeping with international principles, including the UN Guiding Principles for Business and Human Rights and the Arcadis Human Rights and Labor Policy. This concerns your conduct towards all stakeholders, including but not limited to your own staff, temporary staff, suppliers, and customers.

We expect you as a supplier to respect the full scope of human rights,

- Health, safety, wellbeing and security;
- Avoiding modern slavery, including forced labor and human trafficking;
- Not tolerating discrimination, harassment, or retaliation;
- Diversity, equity and inclusion and respectful treatment;
- Freedom of association and collective bargaining;
- Children's rights;
- Compliance with applicable laws and regulations on working hours, providing wages and benefits that meet or exceed the national legal standards.
- Privacy;
- Land and engagement;
- Environmental impact and engagement.

Please refer to our Arcadis Human Rights and Labor Policy for more details.

Health and safety' and 'Diversity, equity and inclusion and respectful treatment' are salient human rights topics that are detailed below.

### 2.1 Health & Safety, wellbeing and security

Arcadis is committed to providing a healthy and safe work environment for all our employees and people affected by the projects in which we are involved. Our health and safety (H&S) program fosters a culture that strives for zero H&S incidents, and we strive to ensure that the appropriate controls are in place as part of our project Health & Safety Plan that conforms with Arcadis' Global H&S Management System.

These commitments extend to our supply base. We expect you as a supplier to follow similar standards on health, safety, wellbeing and security and provide clear information on how you do this, and comply with applicable health and safety, wellbeing and security laws and regulations and, as applicable, Arcadis' Health and Safety requirements for contractors.

We expect you as supplier to:

- Deploy suitably qualified and experienced people;
- Ensure that all the people deployed for working are medically fit for the job assigned to them;
- Ensure compliance with regional health and safety legislative requirements at all times;
- Ensure that all necessary H&S training required to perform the tasks is provided to the workforce;
- Ensure that necessary personal protective equipment is provided to, and used by, the workforce;
- Ensure an induction/orientation is given to and/or undertaken by the workforce;
- Ensure adequate health and safety supervision is provided at all times;
- Report all occurrences of hazard / near miss / incidents / accidents at the workplace;
- Ensure that the response to security threats is proportionate;
- Ensure security personnel in high risk countries or sites will undergo human rights training in line with the UN Voluntary Principles on Security and Human Rights.

### 2.2 Diversity, Equity, and Inclusion and Respectful Treatment

Arcadis fosters, cultivates, and preserves a culture of diversity, equity and inclusion and respectful treatment as described in our Arcadis Human Rights and Labor Policy and our Arcadis Policy on Diversity & Inclusion. Any form of discrimination, harassment or otherwise disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind will not be tolerated.

We are committed to embracing the opportunities that a diverse supply base generates for our business. Our objective is to provide qualified suppliers with an equal opportunity to be our supplier. We strive for procurement processes to be transparent, objective, and non-discriminatory in the selection of our suppliers.

**These commitments extend to our supply base.** We expect you as a supplier to operate your business in keeping with these high standards of diversity, equity and inclusion and respectful treatment and provide information on how you do this. Suppliers shall commit to applicable international and regional laws regarding diversity, equity and inclusion and respectful treatment as further described in our Human Rights and Labor Policy and show continuous improvement in this area.

We expect you as a supplier to:

- Recruit, hire, place, train, compensate and advance people based on needs in the organization and qualifications, skills, experience, and performance of people. We expect specific attention to equal pay of all genders.
- Foster workplaces that are free from discrimination or harassment based on race, sex, national or social origin, religion, age, physical health and/or neurodivergent conditions, sexual orientation, political opinion, or any other status protected by applicable law.
- Provide services and solutions that are free from discrimination, and that do not foster inequality and promote diversity.

### 3. Integrity

In living our passion as a global company, we are committed to five core values in everything we do, one of which is Integrity.

- We operate in many countries, and we comply with national laws and respect the culture of those countries.
- We encourage fair and transparent competition when sourcing goods and services.
- We do not tolerate, engage in or permit corruption, bribery, facilitating payments, or fraud in any form.
- We avoid conflicts of interest between personal and professional relationships, which includes financial interests in, or control of suppliers, or other commitments to competitors of Arcadis, clients or otherwise. In addition to the integrity-related commitments set out in the AGBP, in the Arcadis' Specific Anti-Corruption Standards we provide strict requirements related to gifts and hospitality and payments to suppliers or other third parties.

**These commitments extend to our supply base.** We expect you as a supplier to operate with integrity and ensure high standards of integrity are upheld also in your own supply chain and provide information how you do this.

We expect you as a supplier to:

- Comply with applicable laws and regulations;
- Support fair competition;
- Not tolerate, engage in or permit corruption, bribery, facilitating payments or fraud in any form;
- Avoid conflicts of interest.

Integrity, ethical conduct, independent professional judgement, and objectivity are key to Arcadis in how we operate.

### 4. Supplier evaluation to enable positive change

Arcadis is committed to maximizing positive impact, also through our supply chains, based on a collaborative approach with our suppliers.

For that reason:

- We will evaluate and monitor the performance of suppliers to trace improvement opportunities and potential non-compliance with our business principles as set out in this Supplier Code of Conduct.
- We will seek a collaborative solution in case of non-compliance with our business principles as set out in this Supplier Code of Conduct.
- We expect our suppliers to prevent, address or remediate any non-compliance and Arcadis will terminate relationships with suppliers with whom we cannot agree on a solution.

### 5. How to raise a concern or report non-compliance

You as a supplier can raise a concern or report cases of possible unlawful misconduct or irregularities related to your business relationship with Arcadis in three ways:

- Directly with your contact person within Arcadis.
- Via e-mail to: [procurement@arcadis.com](mailto:procurement@arcadis.com).
- In the event you are uncomfortable raising a concern or reporting a case of possible non-compliance with your contact person within Arcadis, you can report via the **Integrity Line**. Calls and reports over the Integrity Line are received on behalf of Arcadis by an independent third party specialist integrity line provider. This Integrity Line is not for general enquiries.

Arcadis will respond to the concerns of our stakeholders and will assess, and where necessary further investigate, and take appropriate corrective action in response to any violation. Arcadis recognizes that reported concerns may be about a third party or be in confidence and Arcadis assures they will be handled as such, without repercussions or retaliation for reports made in good faith.



**Arcadis.** Improving quality of life

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