

Our Health, Safety and Wellbeing Commitment

Arcadis Health, Safety and Wellbeing Vision

As a people first business, our mission is to improve quality of life by ensuring our employees are both physically and psychologically healthy and safe at work. Grounded on Arcadis' core values, we strive to achieve zero incidents in everything we do, ensuring the health, safety, and wellbeing of our people and stakeholders. Based on Arcadis' best-in-class health & safety (H&S) culture and performance, we integrate H&S standards and best practices into our solutions to identify physical and psychosocial hazards, manage risk, prevent injury and ill-health, and bring the best outcomes for our people and clients.

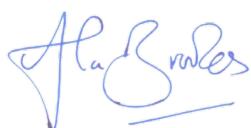
Arcadis Global Health, Safety and Wellbeing Policy

At Arcadis, Health, Safety & Wellbeing (HSW) is also a requirement for operational excellence. As an organization and as individuals, determined to achieve a zero-incident culture, Arcadis and all Arcadians:

- Keep HSW first in all we do all of the time
- Put our people first in all aspects of Arcadis 5 ways to HSW (Health, Security, Belonging, Relationships and Purpose).
- Proactively recognize physical and psychosocial hazards, assess risks, and control those risks in everything we do, every day (our TRACK philosophy)
- Act only when we understand the hazards and controls and exercise our authority to stop work
- Demonstrate visible HSW leadership and know that active HSW stewardship is an expectation of employment
- Hold our leaders and our people accountable for HSW
- Comply with applicable legal and other HSW requirements wherever we work
- Actively care for all Arcadians and stakeholders by intervening when we observe at-risk behaviors and unsafe physical and/or psychological conditions and addressing them promptly
- Recognize Arcadians for proactive HSW behaviors
- Ensure that our people are competent to do their work safely
- Rigorously qualify, select, and evaluate our subcontractors for HSW performance
- Encourage our stakeholders to align with our HSW culture and collaborate with them to achieve zero incidents
- Communicate lessons learned and best practices

TRACK to ZERO is a challenging objective and can only be achieved if all Arcadians understand, believe in, demonstrate, and communicate these commitments and engage in the continual improvement of our HSW system and performance each and every day.

TRACK TO ZERO



Alan Brookes, Chief Executive Officer



Virginie Duperat-Vergne, Chief Financial Officer

Health & Safety