1.0   Purpose

The purpose of this policy is to set forth Arcadis' business expectations for the design and implementation of our Global Environmental Management System (EMS). Furthermore, this policy provides a roadmap to achieve our net zero targets as a global company by implementing emissions reduction measures, measuring our environmental performance, and demonstrating our organization's sustainability leadership. It is one of the measures put in place to standardize business processes that influence our environmental impact and minimize our footprint.

2.0   Scope

This policy applies to the design and implementation of Arcadis Global Environmental Management System (EMS). All Arcadians are required to follow the respective requirements and expectations set forth by this policy and its corresponding manual.

3.0   Roles and Responsibilities

The following table outlines the roles and responsibilities associated with this policy.

Role	Responsibility
Global Sustainability Director	Owner of this policy and shall be responsible for its review, approval, and continued suitability.
Global Sustainability EMS Lead	Author of this policy and shall be responsible for its implementation at global level, with the support of local EMS Managers across the organization.
Global Sustainability Impact and Assessment Manager	Emissions Data Owner and leads the collection and global review of activity data and results related to scope 1, scope 2, and scope 3 emissions, which supports Arcadis' net zero targets.
EMS Manager	The EMS Manager has the key responsibility of implementing the policy at the country level. They have a major role in raising awareness about the EMS and our net zero targets, driving local environmental objectives, and monitoring local performance against our net zero plan.
Reporting Manager	The Reporting Manager is responsible for accurate and timely reporting of their country's scope 1, 2, and 3 emissions. They have the key role in validating the data captured in our non-financial reporting platform, which supports Arcadis' net zero targets.

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4.0 Policy

An EMS is a framework used by Arcadis to manage its environmental responsibilities in a systematic and comprehensive manner. The primary goal of an EMS is to integrate environmental considerations into day-to-day operations and overall strategic management.

Arcadis EMS shall be based on ISO 14001 Environmental Management System Requirements. The implementation of an EMS provides a structured approach for Arcadis to proactively manage the environmental aspects of its operations, reduce the risk of non-compliance with environmental legislation, and pursue opportunities for cost savings and efficiency. ISO 14001 is one of the most widely recognized standards for EMS and provides a framework for organizations to achieve and demonstrate sound environmental management practices.

To implement the EMS at country level, each Arcadis entity shall follow the GL-ST-FM-0002-Environment Management System Manual, its processes, guidelines and requirements that are in accordance with the ISO 14001 Standard and this Policy. The local EMS shall be monitored and reviewed for continuous improvement.

5.0 Definitions

Link to AVA

6.0 Records

Not Applicable

7.0 Reference Documents

Document ID	Description
GL-ST-FM-0002	Environment Management System Manual

8.0 Process Flowchart

Not Applicable: Appendix A for the process flowchart.

9.0 Revision History

Rev.	Author	Date	Approved by	Date	Description
1.0	Tricia Pulido	01/Oct/2024	Tina Armstrong	19/Dec/2024	Initial release

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