

No: GL-ST-PL-0102	Policy	
Revision: 1.0	Pollution	

1.0 Purpose

At Arcadis, we are committed to promoting sustainable practices in our operations, in the projects we undertake for our clients and in our involvement in the value chains to which we belong. This Pollution Policy outlines Arcadis' approach to fulfilling our commitment to minimizing pollution and environmental harm resulting from our activities. We strive to protect the environment and contribute to a cleaner and healthier planet. In doing so, we seek to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD) of the European Union.

2.0 Scope

This policy applies to Arcadis' office-based activities globally, including the spaces leased by Arcadis in multi-tenant buildings with shared common facilities. It also applies to our project activities for clients and with suppliers in our upstream and downstream value chain.

Stakeholder engagement is an essential part of Arcadis' CSRD implementation and is governed by its [GL-ST-PL-0002-Stakeholder Engagement Policy on Sustainable Topics](#).

Based on its double materiality analysis, performed with stakeholders, Arcadis has identified Pollution of Soil¹ as the only material subtopic within the European Sustainability Reporting Standard (ESRS) Pollution making it part of this policy's scope.

3.0 Roles and Responsibilities

To foster the successful implementation of this policy, the following responsibilities are assigned.

Role	Responsibility
Chief Growth Officer	Owner of this policy and shall be responsible for its review, approval, and continued suitability.

¹ "Pollution of soil" refers to Arcadis' emissions into soil and the prevention, control, and reduction of such emissions.

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Role	Responsibility
Executive Leadership Team	Accountable for integrating the policy objectives into our strategy, decision-making processes, and business practices and for providing the appropriate resources to cover the commitments in this policy.
Global Sustainability Team	Responsible for developing and implementing strategies, programs, and initiatives aligned with this policy and monitoring progress against targets.
Global Workplace Team	Responsible for managing our office portfolio in alignment with the objectives of this policy and for monitoring progress against targets.
Global Business Areas	Responsible for designing and managing the implementation of client projects aligned with the objectives of this policy and for monitoring progress against targets.
Procurement Team	Responsible for working with suppliers on opportunities that can contribute to the realization of policy objectives.
Employees	Responsible for adhering to the policy, participating in training programs, and contributing to the continuous improvement of improving quality of life through our activities.

4.0 Policy

4.1 Impacts, Risks and Opportunities Addressed

4.1.1 Impacts

An actual material positive impact on soil pollution is the soil remediation work Arcadis performs on behalf of its clients.

4.1.2 Risks

No material risks were identified for soil pollution.

4.1.3 Opportunities

Arcadis has identified two material opportunities related to pollution of soil.

- An actual opportunity is demand growth for soil restoration projects of hydrocarbons, substances subject to the EU law called REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) substances, and PFAS (per- and polyfluoroalkyl substances) substances.

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- Arcadis sees potential demand growth in remediation of emerging contaminants (antibiotics and microplastics).

4.2 Process for Monitoring

Arcadis will monitor the management of impact, risks and opportunities through its consolidated non-financial reporting system, which is managed by the Non-Financial Reporting Team, residing in the Finance Department.

4.3 Goals

To meet its commitment to minimizing pollution, Arcadis aims to:

1. **Identify** how Arcadis affects pollution of soil, in terms of material positive and negative actual or potential impacts.
2. **Report** annually in its Sustainability Statement to stakeholders, the actions taken and the result of such actions to prevent or mitigate material actual or potential negative impacts, and to address risks and opportunities.
3. **Describe** the plans and capacity of Arcadis to adapt its strategy and business model in line with the transition to a sustainable economy and with the need to prevent, control and eliminate pollution. This is to create a toxic-free environment with zero pollution also in support of the EU Action Plan “Towards a Zero Pollution for Air, Water and Soil.”
4. **Outline** in its Sustainability Statement to stakeholders the nature, type and extent, and how Arcadis manages its material risks, dependencies and opportunities related to its pollution-related impacts, as well as the prevention, control, elimination, or reduction of pollution, including where this results from the application of regulations.
5. **Provide insight** to stakeholders into the financial effects on Arcadis over the short-, medium- and long-term of material risks and opportunities arising from its pollution-related impacts and dependencies.

4.4 Own operations

Arcadis will evaluate and report on the impact of pollution of soil associated with its network of offices annually.

4.3 Value Chain

Arcadis will focus on maximizing its positive contributions to the remediation of the pollution of soil through its suite of environmental restoration solutions, which include:

- Lifecycle Site Evaluation & Restoration Services/Liability Advisory
- Emerging Contaminants (assessment & cleanup)
- Remedial Portfolios/Program Management
- Environmental Construction Services

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- Innovative & Sustainable Remedial Technologies

We are committed to protecting and restoring sites which have been affected by our client's historic activities. On behalf of our clients, we will seek to implement measures to deliver environmental restoration, taking appropriate actions to restore and rehabilitate affected areas, in consultation with relevant stakeholders and experts.

In its upstream value chain, Arcadis will monitor a prioritized suite of suppliers via Prewave which would alert us to major pollution of soil incidents connected with our suppliers.

4.5 Reporting and Disclosure

Arcadis will report and disclose progress of initiative to minimize pollution by:

- In line with the CSRD, disclosing information related to our activities that affect pollution, the material impacts of our operations, and the measures taken to address any material negative impacts.
- Informing internal stakeholders who play a role in this policy's implementation through its existing Arcadis Risk and Control Framework and Business Process Optimization network. External stakeholders who are expected to contribute to the implementation of this policy will be informed via their regular contacts within Arcadis, such as for example the Growth Organization and Global Business Areas will inform clients, and the Procurement Team will inform suppliers.
- Providing regular updates to stakeholders on our sustainability performance, including matters related to soil pollution.

4.6 Monitoring and Review

This policy will be reviewed periodically to ensure its effectiveness and relevance. Any necessary updates will be made to align with changing business conditions, stakeholder expectations, and regulatory requirements.

5.0 Definitions

Link to AVA

6.0 Records

Not applicable

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7.0 Reference Documents

Document Number	Document Title
GL-ST-PL-0002	Arcadis Stakeholder Engagement Policy on Sustainable Topics

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	Joost Slooten Policy Rating & Risk Manager	01/Oct/2024	Edel Christie Chief Growth Officer	19/Dec/2024	Initial release

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