

Communication on Progress

on implementation of the principles of the UN Global Compact March 2018

Arcadis has been a member of the UN Global Compact (UNGC) since 2009 and is committed to its objectives and to the ten universal principles regarding human rights, labor standards, environmental stewardship, and anticorruption. Our values, mission, and strategy are fully aligned with the UNGC principles, and our signing of these principles reflects our ambition to be a sustainability leader. The way in which we support and enact these principles are included in our [Annual Integrated Report 2017](#).

This report contains an explicit statement of continued commitment to the UN Global Compact by Chief Executive Officer Peter Oosterveer on behalf of the Executive Board (in the message from the CEO on page 9) and provides further information on progress made in implementing the principles. The Annual Integrated Report is submitted every year to the UN Global Compact Office and forms the substance of our annual Communication on Progress (COP).

We are committed to making the UNGC and its principles part of the day-to-day operations of our company. Our continued commitment to the UN Global Compact is also underlined, since 2016, by the inclusion of the adherence to the UN Global Compact requirements into the Arcadis General Business Principles as well as the issuance in that same year of the Arcadis Human Rights and Labor Rights Policy which applies to the whole of Arcadis and extends to the projects which we manage on behalf of our clients. The policy addresses prohibitions on the use of forced labor or underage workers, as well as our proactive and preventive risk and behavior-based approach to health & safety

In 2017, Arcadis as a member company of the World Business Council for Sustainable Development contributed as an observer and pilot testing company to the completion of the Social Capital Protocol which aims to mainstream the measurement of social impacts for business – shifting the improvement of social performance from an optional extra to a core part of business decision making.

As part of its overall strategy development process, Arcadis in 2017 also developed a sustainability strategy in which it commits to deliver a substantial contribution to the United Nations Sustainable Development Goals (SDGs). The company has selected 7 SDGs to which it already contributes. In its annual integrated report the company highlighted the chosen SDGs and the extent of our contribution through its current activities with examples of projects and activities it is involved in.

In 2017 we continued our global partnership with UN-Habitat, the United Nations agency for human settlements, aimed at a common goal: to improve the quality of life in rapidly growing cities. With this partnership, known as the Shelter program, we address the challenge of sustainable living conditions in rapidly growing urban areas. The United Nations has adopted 17 new Sustainable Development Goals. One is focused on the development of sustainable cities and communities, and Arcadis has committed to this goal with the Shelter program.

2018 Summary Arcadis Communication on Progress

Principle	Description	Arcadis Annual Integrated Report 2016
Human Rights		
Principle 1	Support and respect the protection of internationally proclaimed human rights	Chapter Materiality and stakeholder engagement (p. 27); Chapter People & Culture (p.42); Arcadis General Business Principles ¹ ; Human Rights and Labor Rights Policy ²
Principle 2	Exclusion of human rights abuses	Chapter Materiality and stakeholder engagement (p. 27); Chapter People & Culture (p.42); Arcadis General Business Principles; Human Rights and Labor Rights Policy
Labor		
Principle 3	Uphold the freedom of association and the effective recognition of the right to	Chapter People & Culture (p.42); Human Rights and Labor Rights Policy
Principle 4	The elimination of all forms of forced and compulsory labor	Chapter People & Culture (p.42); Human Rights and Labor Rights Policy
Principle 5	The effective abolition of child labor	Chapter People & Culture (p.42); Human Rights and Labor Rights Policy
Principle 6	The elimination of discrimination in respect of employment and occupation	Chapter People & Culture (p.42); Arcadis General Business Principles; Human Rights and Labor Rights Policy
Environment		
Principle 7	Support a precautionary approach to environmental challenges	Our position in the value chain (p.14); Chapter Innovation & Growth (p. 58)
Principle 8	Undertake initiatives to promote greater environmental responsibility	Our position in the value chain (p.14); Chapter SDGs (p. 30); Chapter Innovation & Growth (p.58)
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Our position in the value chain (p.14); Chapter SDGs (p. 30); Chapter Innovation & Growth (p.58)
Anti-Corruption		
Principle 10	Work against corruption in all its forms, including extortion and bribery	Chapter People & Culture (p.42); Chapter Enterprise Risk Management (p.130); Arcadis General Business Principles; Human Rights and Labor Rights Policy

¹ <https://www.arcadis.com/media/2/D/0/%7B2D0B1B00-9EFE-4278-B813-A4CA9B7E1112%7D10.04.18-ArcadisGeneralBusinessPrinciples.pdf>

² <https://www.arcadis.com/media/F/C/5/%7BF503B2E-8C86-42C5-974C-00A5EC0971AD%7DArcadis-Human-and-Labor-Rights-Policy-22Dec2016.pdf>