

Communication on Progress

on implementation of the principles of the UN Global Compact March 2020

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 2019](#).

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 8) 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 2019 Arcadis updated its sustainability strategy, and as a component of that new strategy, it has voiced a commitment to ensure that all its employees are active in some form of community engagement by 2030. In keeping with this ambition and in cooperation with two of its larger shareholders the Lovinklaan Foundation and the KNHM Foundation, Arcadis has launched the Local Sparks program. Arcadis' initial commitment to Local Sparks stands for three years after which the program will be evaluated.

In October our CEO Peter Oosterveer had the honor to become a member of the Executive Committee of the World Business Council for Sustainable Development (WBCSD), effective the 1st of January 2020. At Arcadis, we deliver thousands of projects each year that improve quality of life for people around the world. But no company, working in isolation, can solve the world's most pressing challenges like climate change and resource scarcity. Our WBCSD membership is an important channel through which we amplify our efforts, by collaborating with other leading companies to foster a more sustainable world.

We also 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.

2019 SUMMARY ARCADIS COMMUNICATION ON PROGRESS

| PRINCIPLE | DESCRIPTION | ARCADIS ANNUAL INTEGRATED REPORT 2019 |
|-------------------------|---|---|
| HUMAN RIGHTS | | |
| Principle 1 | Support and respect the protection of internationally proclaimed human rights | Chapter Stakeholder Dialogue, Materiality Matrix (p. 38); Chapter People & Culture (p.56); Arcadis General Business Principles ¹ ; Human Rights and Labor Rights Policy ² |
| Principle 2 | Exclusion of human rights abuses | Chapter Stakeholder Dialogue, Materiality Matrix (p. 38); Chapter People & Culture (p.56); Arcadis General Business Principles ¹ ; Human Rights and Labor Rights Policy ² |
| LABOR | | |
| Principle 3 | Uphold the freedom of association and the effective recognition of the right to collective bargaining | Chapter People & Culture (p.56); Human Rights and Labor Rights Policy ² |
| Principle 4 | The elimination of all forms of forced and compulsory labor | Chapter People & Culture (p.56); Human Rights and Labor Rights Policy ² |
| Principle 5 | The effective abolition of child labor | Chapter People & Culture (p.56); Human Rights and Labor Rights Policy ² |
| Principle 6 | The elimination of discrimination in respect of employment and occupation | Chapter People & Culture (p.56); Arcadis General Business Principles ¹ ; Human Rights and Labor Rights Policy ² |
| ENVIRONMENT | | |
| Principle 7 | Support a precautionary approach to environmental challenges | Our Position in the Industry Value Chain (p.15); Chapter Innovation & Growth (p. 63) |
| Principle 8 | Undertake initiatives to promote greater environmental responsibility | Our Position in the Industry Value Chain (p.15); Chapter Supporting the Sustainable Development Goals (p.40-42); Chapter Innovation & Growth (p.63) |
| Principle 9 | Encourage the development and diffusion of environmentally friendly technologies | Our position in the value chain (p.15); Chapter Supporting the Sustainable Development Goals (p.40-42); Chapter Innovation & Growth (p.63) |
| ANTI- CORRUPTION | | |
| Principle 10 | Work against corruption in all its forms, including extortion and bribery | Chapter People & Culture (p.53); Chapter Enterprise Risk Management (p.159); Arcadis General Business Principles ¹ ; Human Rights and Labor Rights Policy ² |

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/%7BFC503B2E-8C86-42C5-974C-00A5EC0971AD%7DArcadis-Human-and-Labor-Rights-Policy-22Dec2016.pdf>