

Communication on Progress

on implementation of the Principles of the UN Global Compact

February 2021

Arcadis has been a member of the United Nations Global Compact (UNGC) since 2009 and supports the Ten Principles regarding four areas: human rights, labor standards, environmental stewardship, and anti-corruption. Our values, mission, culture, day-to-day operations and strategy reflect the UNGC principles, and our membership to UNGC is a statement of our commitment and our ambition to be a sustainability leader. The description of Arcadis' efforts and practical actions to implement the Ten Principles in each of the four areas are included in our [Annual Integrated Report 2020](#).

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). This Annual Integrated Report 2020 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 5).

Since 2016, we included the adherence to the UN Global Compact requirements into the Arcadis General Business Principles and issued the Arcadis Human Rights and Labor Rights Policy. 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.

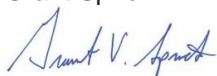
In 2020, we continued to build focus in our membership to the World Business Council for Sustainable Development. Starting the 1st of January 2020, Arcadis CEO Peter Oosterveer joined the Executive Committee of WBCSD. We focus our efforts on programs that align with our business operations, particularly programs where we can contribute our deep knowledge in mobility, the built environment, water, and digital solutions. We are co-leads of the Transforming Urban Mobility program within the Cities and Mobility program of WBCSD and we are involved in the Sustainable Built Environment, Redefining Value, and 50L Home programs.

In 2020 Arcadis signed the CEO Guide to Human Rights, a WBCSD initiative, that calls for urgent business leadership to advance respect for human rights. The [CEO Guide to Human Rights](#) publication, acknowledges the crucial role of CEO leadership in ensuring that human rights are taken seriously across their own companies and business relationships.

In 2020 Arcadis committed to set climate targets in support of the pledge made by countries at the United Nations 2015 Paris climate conference (COP21) to limit global temperature rise to 1.5°C by 2030. With this commitment we aim to set a high-level ambition and pave the way to a net-zero future.

In 2021, we also celebrated 10 years of pro bono work with UN Habitat in our joint Shelter program, providing resilient and sustainable solutions to communities in developing economies. Through our cooperation with UN Habitat in the Shelter program, Lovinklaan Foundation and Arcadis promote conservation, health and resilience in communities. Shelter is a 10-year partnership, has completed 120 global missions, with participation of 2,200 Arcadians since it was established. In 2020, Arcadis along with UN-Habitat announced a continuation of their partnership for another two years.

Grant Sprick



Arcadis Global Sustainability Director

2021 SUMMARY ARCADIS COMMUNICATION ON PROGRESS

PRINCIPLE	DESCRIPTION	ARCADIS ANNUAL INTEGRATED REPORT 2020
HUMAN RIGHTS		
Principle 1	Support and respect the protection of internationally proclaimed human rights	Chapter Stakeholder Dialogue, Materiality Matrix (p. 51); Chapter People & Culture (p. 66); 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. 51); Chapter People & Culture (p. 66); 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. 67); Human Rights and Labor Rights Policy ²
Principle 4	The elimination of all forms of forced and compulsory labor	Chapter People & Culture (p. 67); Human Rights and Labor Rights Policy ²
Principle 5	The effective abolition of child labor	Chapter People & Culture (p. 67); Human Rights and Labor Rights Policy ²
Principle 6	The elimination of discrimination in respect of employment and occupation	Chapter People & Culture (p. 67, 71); Materiality Matrix (p. 51); 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.20); Impact through Resilience (p. 42, 43)
Principle 8	Undertake initiatives to promote greater environmental responsibility	Our Position in the Industry Value Chain (p. 20); Strategic context (p. 50-52), Chapter Supporting the Sustainable Development Goals (p. 54-56) Chapter Innovation & Growth (p. 91-93)
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Our position in the value chain (p. 20); Our business (p. 27, 28), Digital solutions (p. 23, 24), Chapter Supporting the Sustainable Development Goals (p. 54-56) Chapter Innovation & Growth (p. 91-93)
ANTI- CORRUPTION		
Principle 10	Work against corruption in all its forms, including extortion and bribery	Chapter People & Culture (p. 70-,71), Strategic context (p. 51, 52); Chapter Enterprise Risk Management (p.172); 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>