

Communication on Progress

on implementation of the Principles of the UN Global Compact

February 2022

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 2021](#).

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 2021 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 7).

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 2021, we continued to build focus in our membership to the World Business Council for Sustainable Development (WBCSD). In 2021, Arcadis contributed to the updated WBCSD Vision 2050 to provide comprehensive, reliable and ambitious guidance on how the business community can accelerate the sustainable transition that the world urgently needs. Since 2020, Arcadis CEO Peter Oosterveer is part of the Executive Committee of WBCSD. In 2021 we were a key contributor to the Value Framework for sustainable charging infrastructure to help business and policymakers understand how to play a leadership role in transitioning to 100% electric fleets. Together with WBCSD we also developed the Digitalization of the Built Environment report that evaluates the role that digital tools have in the shift to sustainability in the built environment. And we are a partner member of the [50L Home Coalition](#), a collaborative of private, public, and civic leaders who aim to reinvent the future of urban water use through innovations that enable people to live comfortably using only 50 liters of water per person per day at home.

In 2021 we refreshed our [Human and Labor Rights policy](#) which applies equally to recruitment, our [supply chains and procurement](#). In 2021, we worked with an external human rights consultancy in conjunction with our employees, clients, investors, suppliers and others to develop a refreshed and more robust approach. We continue our collaborative efforts in order to confront systemic challenges that no actor can alone solve. This chiefly included in 2021 our CEO and other employee's ongoing participation in the World Business Council for Sustainable Development's programs. In particular, signing up to be CEO commissioners to participate in The Business Commission to Tackle Inequality - an initiative that seeks to tackle inequality and generate shared prosperity for all investing in building the BCTI's position and paper on 'The Case for Equity Action'; and Healthy People Healthy Business, which explores how businesses can play a pivotal role in supporting the long-term promotion of health and wellbeing.

In 2021 we launched our [Sustainability Ambition](#) to accelerate the transition to Net Zero in a way that improves quality of life for all. Arcadis supports the aims of the Paris Agreement and Glasgow accords and has committed to reduce scope 1 and 2 GHG emissions 74% per full time employee by 2035 from a 2019 base year. Arcadis also commits to reduce scope 3 GHG emissions 74% per full time employee by 2035 from a 2019 base, focusing on our largest categories of emissions. Additionally, Arcadis commits to increase annual sourcing of renewable electricity from 6.8% in 2019 to 100% by 2022. These targets were approved by the Science Based Targets initiative (SBTi), a partnership of four leading NGOs who collectively validate organizational greenhouse gas (GHG) reduction targets, in February 2022. In addition, as an interim step to Net Zero, we invest in high quality Gold Standard and VCS certified offsets for all material Scope 1, 2 and 3

emissions that protect and restore ecosystems in Cambodia and improving quality of life, and abating emissions by providing cookstoves in India to help mitigate climate change.

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.

Alexis Haass



Arcadis Chief Sustainability Officer

2022 SUMMARY ARCADIS COMMUNICATION ON PROGRESS

PRINCIPLE	DESCRIPTION	ARCADIS ANNUAL INTEGRATED REPORT 2021
HUMAN RIGHTS		
Principle 1	Support and respect the protection of internationally proclaimed human rights	Chapter Strategic Context, Materiality Matrix (p. 44), Chapter People & Culture (p. 68), Arcadis General Business Principles ¹ , Human Rights and Labor Policy ²
Principle 2	Exclusion of human rights abuses	Chapter Strategic Context, Materiality Matrix (p. 44), Chapter People & Culture (p. 68), Arcadis General Business Principles ¹ , Human Rights and Labor Policy ²
LABOR		
Principle 3	Uphold the freedom of association and the effective recognition of the right to collective bargaining	Chapter People & Culture (p. 68-69), Human Rights and Labor Policy ²
Principle 4	The elimination of all forms of forced and compulsory labor	Chapter People & Culture (p. 68-69), Human Rights and Labor Policy ²
Principle 5	The effective abolition of child labor	Chapter People & Culture (p. 68-69), Human Rights and Labor Policy ²
Principle 6	The elimination of discrimination in respect of employment and occupation	Chapter People & Culture (p. 60-61, 68-69); Materiality Matrix (p. 44), Arcadis General Business Principles ¹ , Human Rights and Labor Policy ²
ENVIRONMENT		
Principle 7	Support a precautionary approach to environmental challenges	Our Position in the Industry Value Chain (p.13), Impact through Resilience (p.27-28)
Principle 8	Undertake initiatives to promote greater environmental responsibility	Our Position in the Industry Value Chain (p. 13), Strategic context (p. 42-44), Chapter Supporting the Sustainable Development Goals (p. 47-49) Chapter Sustainability (p. 73-95)
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Our position in the Industry Value Chain (p. 13), 'Understanding the lifecycle of places' (p. 34), Chapter Digital & Innovation (p. 97-111), Chapter Supporting the Sustainable Development Goals (p. 47-49) Chapter Sustainability – Client Solutions (p. 79-81)
ANTI- CORRUPTION		
Principle 10	Work against corruption in all its forms, including extortion and bribery	Chapter Sustainability (Business Ethics, p. 93-95), Materiality Matrix (p. 44-45); Chapter Enterprise Risk Management (p. 180); Arcadis General Business Principles ¹ ; Human Rights and Labor Policy ²

¹ <https://www.arcadis.com/en/about-us/business-practices/general-business-principles>

² <https://www.arcadis.com/en/about-us/business-practices/human-rights-and-labor-policy>