

## 1. INTRODUCTION

Royal HaskoningDHV has a zero-tolerance approach to modern slavery, human trafficking and all other forms of forced labour and we are committed to acting ethically and with integrity in all our business dealings and relationships, implementing and enforcing effective anti-corruption systems, performing risk assessments and executing controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

## 2. ROYAL HASKONINGDHV'S ORGANISATIONAL STRUCTURE

Royal HaskoningDHV is an independent consultancy firm which integrates over 140 years of engineering expertise with digital technologies and software solutions. As consulting engineers, we care deeply about our people, our clients and society at large. Through our mission Enhancing Society Together, we take responsibility for having a positive impact on the world. We constantly challenge ourselves and others to develop sustainable solutions to local and global issues related to the built environment. Backed by the expertise of over 6,000 colleagues working from offices in more than 24 countries across the world, we are helping organisations to turn challenges into opportunities and make the transition to smart and sustainable operations.

The following Royal HaskoningDHV group companies operating in the UK jointly have an annual turnover in excess of £36 million.

- › HaskoningDHV UK Limited
- › HaskoningDHV UK Holdings Limited
- › Ambiental Environmental Assessment Ltd
- › Arch Henderson Limited Liability Partnership
- › Lanner Group Limited
- › Ambiental Technical Solutions Ltd
- › Integrated Transport Planning Limited

Royal HaskoningDHV's ultimate parent company is Koninklijke HaskoningDHV Groep B.V. with its head office in Amersfoort, The Netherlands.

## 3. OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

Royal HaskoningDHV is ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. Our Modern Slavery Act Policy, Human Rights Policy and Code of Conduct reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere in our supply chains.

The above-mentioned documents are available on the Integrity page of our website <https://www.royalhaskoningdhv.com/en-gb/about-us/integrity>. Our Code of Conduct explains what our company stands for and which reflects the standards that we require worldwide from our employees and our suppliers. These principles may also be downloaded from our Integrity page via the above link.

Royal HaskoningDHV is a member of the United Nations Global Compact and we fully support its Ten Principles.

## 4. IMPLEMENTING THE MODERN SLAVERY ACT 2015

As part of our initiative to identify and mitigate risks Royal HaskoningDHV:

1. Has published policies relating to the Modern Slavery Act 2015 and to Human Rights on our website (<https://www.royalhaskoningdhv.com/en-gb/about-us/integrity>).
2. Has implemented training for Royal HaskoningDHV staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our business as appropriate.
3. Created Integrity Moments as a mandatory topic on the agenda of all Royal HaskoningDHV staff meetings in order to raise further awareness and to enable our staff to share and discuss matters.
4. Will provide all new employees with a copy of the Code of Conduct. During an induction programme new employees are made aware of the standards and values set out in the aforementioned policies.

5. Has amended Royal HaskoningDHV's terms of business and standard sub-consultancy agreement to ensure our clients and suppliers maintain their own policies and procedures and are compliant with the Modern Slavery Act 2015.
6. Has implemented annual internal audits to assess compliance with the Modern Slavery Act 2015.
7. The Compliance Integrity Management System (CIMS) is externally audited by EuroCompliance. Our CIMS has been assessed and certified as meeting with the ISO37001 (anti-bribery management system) and ISO37301 (Compliance Integrity Management System).
8. Has a whistle-blowing policy in place which protects the whistle-blower via a Speak Up Line, enabling people to report any matters or issues regarding any unethical behaviour. This can be reported via several reporting channels and the whistle-blower will be protected.
9. Has a non-retaliation policy in place which protects whistle-blowers from any negative consequences.

## 5. FURTHER STEPS

As part of our ongoing compliance effort, we will continue to monitor, assess, and further implement steps to ensure that there is no modern slavery or human trafficking in our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2024. It was approved by the board on 28<sup>th</sup> March 2025.

For and on behalf of HaskoningDHV UK Holdings Limited, HaskoningDHV UK Limited, Ambiental Environmental Assessment Ltd, Arch Henderson Limited Liability Partnership, Lanner Group Limited, Ambiental Technical Solutions Ltd and Integrated Transport Planning Limited.

Approved By:



\_\_\_\_\_ / 1<sup>st</sup> April 2025

Jon Robinson

Director



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Marcel Eggebeen

Director

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