

#### MODERN SLAVERY ACT STATEMENT

Witteveen+Bos is committed to ensuring that human rights are upheld throughout our chain and that individuals experience safe, fair and non-discriminatory working conditions. Witteveen+Bos only works with suppliers who share our conviction that fair work practices and a safe working environment are an inherent part of human rights.

#### WITTEVEEN+BOS POLICIES ON SLAVERY AND HUMAN TRAFFICKING

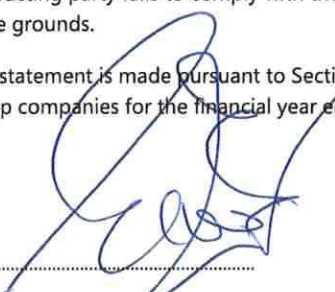
Witteveen+Bos has a zero-tolerance policy on slavery and human trafficking. Our company code prohibits any act or conduct which constitutes either of these. Witteveen+Bos has established internal procedures to facilitate and encourage reporting violations of human rights and/or of our company code. All Witteveen+Bos employees worldwide are given training on the company code, with the intention of creating awareness and aiding recognition of situations including instances of modern slavery, human trafficking and other human rights violations, and of preventing them from occurring at all times within our chain.

Our actions in projects are governed by the United Nations Global Compact, a collection of ten principles relating to environmental and social sustainability which companies have the option to voluntarily endorse and which include topics such as human rights, labour and anti-corruption. Witteveen+Bos has endorsed these principles since 2007. We are also active in the Global Compact Network Netherlands, a network of companies committed to complying with and promoting the ten principles.

#### SUPPLIER ADHERENCE TO WITTEVEEN+BOS POLICIES


Witteveen+Bos has implemented measures to eliminate modern slavery and human trafficking from our chain. Firstly, Witteveen+Bos and its group companies employ Terms and Conditions of Purchase that require suppliers to adhere to our company code. Rules exist for suppliers on matters such as the maximum number of working hours, basic wages, respect, equality and the restriction of forced labour. Our company code also prohibits suppliers from being involved with any form of involuntary or forced labour; prison, contract or slave labour; or human trafficking; and also from hiring victims of human trafficking or debt bondage. Secondly, Witteveen+Bos requires its suppliers and the entities in its chain to comply with all applicable laws, regulations and international labour and human rights standards (including the OECD guidelines and the UN Global Compact) and to implement measures to prevent violations. Thirdly, Witteveen+Bos conducts self-assessments using a risk-driven method into the possible existence or risk of modern slavery or human trafficking in our projects. In the event that a contracting party fails to comply with the above policy, Witteveen+Bos is entitled at all times to terminate the relationship on these grounds.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and applies to Witteveen+Bos N.V. and its group companies for the financial year ending 31 December 2021.



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Witteveen+Bos N.V.  
Ir. S.C. van der Biezen  
Director

Date: 13-6-2022



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Witteveen+Bos UK Ltd.  
Ing. J.M.W. Akkerman  
Director  
Date: 8 June 2022

*Witteveen+Bos provides advice and develops designs in the fields of water, infrastructure, the environment and construction. We use our first-rate expertise to solve complex issues and are an engaged partner for our clients. We value our independence and a company culture that enables every employee to reach their maximum potential, utilise their talents to the fullest, and provide the most possible value to the client.*