

1 Introduction

Modern slavery is a crime and a violation of fundamental human rights. At Haskoning, we maintain a zero-tolerance approach to modern slavery, human trafficking and all forms of forced labour. We are committed to acting ethically and with integrity in all our business dealings and relationships. To uphold this commitment, we implement robust anti-corruption systems, conduct regular risk assessments and enforce effective controls to ensure modern slavery or any form of human rights violations do not occur anywhere in our business or among our (immediate) supply chains.

2 Haskoning's Organisational Structure

Haskoning is an independent international consultancy firm which combines over 140 years of engineering, design and consultancy services with digital technologies and software solutions to deliver added value for clients. 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 challenge ourselves and our clients to develop sustainable solutions to local and global issues related to the built environment, infrastructure and industry. Our more than 6,800 colleagues are spread across offices in more than 25 countries world-wide working together with clients on future-proof solutions.

The following Haskoning group companies operating in the United Kingdom (UK) jointly have an annual turnover in excess of £36 million:

- Haskoning UK Limited
- Haskoning UK Holdings Limited
- Ambiantal Environmental Assessment Ltd
- Arch Henderson Limited Liability Partnership
- Lanner Group Limited
- Ambiantal Technical Solutions Ltd
- Integrated Transport Planning Limited

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

3 Our Policy on Slavery and Human Trafficking

Haskoning is committed to ensuring that modern slavery or human trafficking do not occur in any part of our business or (immediate) supply chains. Our [Human Rights Policy](#) and [Code of Conduct](#) reflect this commitment and set clear expectations for ethical conduct across our global operations. These documents are also available on the Integrity page of our website <https://www.haskoning.com/en/about-us/integrity>.

Our [Code of Conduct](#) outlines the standards we require from all employees, business partners and suppliers worldwide.

Haskoning is a member of the United Nations Global Compact and fully supports its Ten Principles.

4 Implementing the Modern Slavery Act 2015

To identify and mitigate risks, Haskoning has implemented a comprehensive framework that includes:

Policies & Governance

- Published policies on Modern Slavery and Human Rights on our website <https://www.haskoning.com/en/about-us/integrity>.
- Included contractual obligations requiring clients and suppliers to adhere to Haskoning's Code of Conduct in all business agreement.

Training & Awareness

- Mandatory staff training covering ethical principles, including the risks of human rights violations, e.g. modern slavery and human trafficking risks.
- "Integrity Moments" included as a standing agenda item in all staff meetings to encourage discussion and awareness of ethical dilemmas and issues.
- All new employees receive a copy of the [Code of Conduct](#) as part of their employment contract and are required to acknowledge and adhere to its principles.
- Ethical standards and values are embedded in induction programmes for all new employees.

Client & Supplier Due Diligence

- Third-party integrity assessments for all new clients.
- Mandatory third-party integrity assessments for suppliers operating in high-risk areas.

Audits & Certifications

- External audits of our Compliance Integrity Management System (CIMS) by EuroCompliance.
- CIMS is certified as meeting the requirements of ISO37001 (Anti-bribery Management System) and ISO37301 (Compliance Integrity Management System).

Reporting & Whistleblowing

- Employees and stakeholders are encouraged to report any concern related to unethical behaviour, including any concerns of human rights violations.
- A Speak Up Line provides confidential, anonymous secure reporting channels for concerns regarding unethical behaviour or human rights issues.
- A strict non-retaliation policy ensures protection for whistleblowers from any negative consequences.

5 Ongoing Commitment

As part of our ongoing compliance effort, we will continue to monitor, assess, and strengthen measures to help ensure that modern slavery or human trafficking do not occur within our business or our supply chain.

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 2025. It was approved by the Board on 27th March 2026.

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