



# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 on behalf of Arcadis UK (Holdings) Limited and its UK subsidiaries ('Arcadis UK') for the financial year ended 31 December 2024.

## Arcadis' organisational structure and supply chain

Arcadis UK is the wholly owned subsidiary of Arcadis NV which is a Dutch listed company.

Arcadis operates as global leaders in design, engineering and consultancy services. We deliver sustainable solutions across the built and natural environments and work across every phase of asset creation and management for projects all around the world. Our operations span diverse industries, & involves engaging with clients, partners and supply chains. At all times we ensure we uphold ethical practices in accordance with our core values.

Our UK workforce consists of 5,000 people working across the country providing professional consultancy services to our clients.

Our supply chain generally consists of the following two categories:

1. Professional services organisations such as sub-consultants and contingent workers; and
2. Business operational support such as suppliers who provide goods and/or services to the business i.e. facilities management staff (cleaning, security and building maintenance), stationery suppliers, PPE providers etc

## Policies in relation to slavery and human trafficking

### AGBP

Arcadis conducts its business in accordance with our global code of conduct, the [Arcadis General Business Principles \(AGBP\)](#), which reinforces our commitment to respect human rights.

### Suppliers

Our suppliers are expected to commit and observe our [Global Supplier Code of Conduct](#) which outlines several expectations for the supply chain, emphasising environmental, social and governance requirements. Through the Global Supplier Code of Conduct, suppliers agree to provide appropriate working conditions for supply chain workers, combat child labor, forced labor, human

trafficking & discrimination. We seek to collaborate with suppliers and we expect them to require & enforce the same human rights standards and expectations within their own supply chains, as we do with our own.

### [Seek Advice and Speak Up Policy Statement](#)

This Policy sets out the available reporting channels for raising concerns about unethical practices including modern slavery. It also provides a confidential and anonymous reporting line which is available to all employees as well as to third parties.

### UN Global Compact (UNGC)

Arcadis has been a member of the UN Global Compact (UNGC) since 2009 and is committed to its objectives and to the ten universal principles regarding human rights, labour standards, environmental stewardship and anti-corruption.

### People Services

We also have various people related policies protecting our people from human rights abuses including modern slavery.

## Due Diligence Processes

Arcadis undertakes risk based due diligence on prospective suppliers at onboarding through our internal Procurement function.

Throughout 2024 we have been reviewing our Supplier Due Diligence processes in order to advance the current system and have implemented the following:

- ESG screening & monitoring tool. We continuously screen and monitor our suppliers through this digital tool to identify Modern Slavery incidents across the industry and our supply chain in high-risk areas.
- We worked with external human rights experts to design a sustainability risk matrix. Within this matrix we consider, among other aspects, the suppliers services & location of operation as part of our risk assessment for the supply chain.
- Phased implementation of a Global KY3P Centralised Screening Programme ("Know Your Third Party") which has been designed to screen certain categories of new third parties for defined risk areas.

We continue to review our procedures with a view to advancing and maturing our approach to Supply Chain Management.



### Recruitment (our people)

Our Recruitment Process usually includes a two-stage interview process which is carried out virtually by the Talent Acquisition Team and relevant Project Hiring Manager. This process is designed to ensure that prospective employees share our values and behaviours, have the necessary competencies to carry out the role but also to ensure that the prospective employee has applied to work with us of their own free will. In addition to this we also undertake right to work checks, and employment is conditional on them having the legal right to work in the UK.

### Contingent Workers

Arcadis UK also uses agency workers ('Contingent Workers') as necessary. Our Contingent Workers are primarily engaged via our preferred supplier, Morson International, which is responsible for ensuring that workers are fully vetted, screened and have the necessary rights to work in the UK. It is mandatory for all Contingent Workers to read and commit to the AGBP (and other relevant policies) at onboarding. We conduct annual spot audits with Morsons which includes right to work checks and AGBP acceptance.

### **Risk Assessment and Management**

As a professional services business, the risk of slavery and human trafficking occurring within Arcadis UK's own operations is deemed low. However, we acknowledge that our supply chain, particularly those suppliers' providing goods and services to the business, are likely to present a higher risk. To mitigate those risks, during 2024 we have been working towards developing additional checks, screening questions / due diligence and audits.

Arcadis has recently partnered with the Supply Chain Sustainability School providing all employees with access to a range of valuable resources and opportunities for upskilling our workforce on critical sustainability topics including modern slavery.

### **Key Performance Indicators**

- There have been no issues relating to modern slavery reported in 2024.
- 100% completion rate for annual Mandatory Training

### **Training**


Arcadis' annual mandatory training includes a module on our code of conduct, the AGBP, which covers integrity and compliance. AGBP training compliance is formally monitored and is a key reporting metric.

In addition, Suppliers are provided access to an online training module to facilitate their understanding of the Supplier Code of Conduct.

Arcadis is also reviewing the current training programme offered to all staff.

Approved by the Board of Directors and signed by Simon Bimpson on behalf of the directors of Arcadis UK (Holdings) Limited

February 2025

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