

## DHV Group - UN Global Compact, Communication on Progress 2010

### STATEMENT

As a member of the Global Compact, the DHV Group business policies incorporate and support the ten Global Compact principles. This is made explicit in our Global Code of Business Principles and assured through our Business Integrity Management System. The DHV Group is a company for people from people. The sustainable development of our living environment is central to our company mission.

Upholding the principles of the UN Global Compact makes a positive impact on economies, societies and eco-systems. Our view on corporate responsibility is that we are part of the global living environment and have an obligation to make a positive contribution. This is a continuous journey. Companies have unique opportunities to contribute through their knowledge, directly within their spans of control and indirectly through their networks.

In 2010 the Group continued to strengthen our contribution to sustainable development through projects, in our own operations and through community engagement. Highlights of 2010 include the certification of our Business Integrity Management System, external recognition across the globe for sustainability in projects and innovation, participation in sustainability platforms, and our initiatives to help build futures through education. In our own operations, we maintained the focus on diversity, and have increased the measurement and compensation of our CO<sub>2</sub> footprint.

Our integrated Annual Report 2010 (AR) gives an overview in terms of financial and corporate responsibility performance. A specific Corporate Responsibility Supplement 2010 provides additional detail at a level of GRI B+. This includes review by an external third party. The AR and CR supplement are prepared under the authority of our Executive Board and explicitly state commitment to the UN Global Compact.

*For more information and examples, we invite the reader of this Communication on Progress (CoP) to refer to our Annual Report 2010 and Corporate Responsibility supplement 2010 on <http://www.dhvgroup.com> under the heading About Us.*

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Global Compact Principle	Action taken & impact achieved and/ or plans for the coming year.	Cross reference*)
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>2. make sure that they are not complicit in human rights abuses.</p>	<p>Our core values of <i>integrity, respect and freedom</i> provide a compass for our actions world-wide. The explanation of these values in our Global Code of Business Principles explicitly states that our company policy does not tolerate violation of human rights. This is also included in our Group Strategy Paper, Vision 2015, which was issued in March 2010.</p> <p>We also consider a range of international frameworks and principles as important impulses for the positive development of the world's economy, ecology and social and cultural structures.</p> <p>Each DHV Group company implements Human Resources policies suitable to local circumstances. In developing countries we implement a standard that is higher than local norms (health care, office facilities). No fatalities occurred during 2010. Lost time injuries and lost time are reported.</p> <p>The scope of our Business Integrity Management System includes reporting and investigation of human rights abuses. In 2010 we updated the system, which was subsequently certificated by Ethic Intelligence. DHV Group is the first engineering consultancy with a certified Business Integrity Management System. All DHV Group companies are required to apply BIMS.</p>	<p>CR pp. 6, 20</p> <p>CR p.18</p> <p>CR pp. 25, 26</p> <p>CR pp. 15, 20</p>
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<p>The core value of <i>freedom</i> specifically includes our support for freedom of association, speech, thought and action, while recognizing the business framework in which the Group operates. We subscribe to the conventions of the International Labor Organization.</p> <p>In the Netherlands, where approximately 41% of our employee population is based, there is a legal requirement to have a Works Council. This council actively engages with management on policies.</p>	<p>CR pp. 14-15, 18</p>
<p>4. the elimination of all forms of forced and compulsory labour;</p> <p>5.the effective abolition of child labour; and</p>	<p>The DHV Group Strategy Paper, Vision 2015 (issued March 2010) specifically states that in line with our commitment to international frameworks, our company policy upholds the international conventions of labor standards, including those on child and forced labor.</p>	<p>CR pp.18, 20</p>
<p>6. the elimination of discrimination in respect of employment and occupation.</p>	<p>Our company policy does not tolerate discrimination. The majority of our staff (72%) is covered by a formal program against discrimination. We believe diversity in staff promotes innovation and more comprehensive solutions. Our diversity encompasses differences in nationalities, ethnic background, gender, language, age and experience.</p> <p>DHV is signatory to the Dutch Talent to the Top Charter, which focuses on increasing the percentage of women in leadership positions. In 2010 this remained at 17% in the Netherlands and world-wide. In 2010 we expanded our Executive Board with a female chief Financial Officer.</p>	<p>CR pp.23-25, 34-35</p> <p>CR pp. 23, 34-35</p>

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	Recruitment, promotion and remuneration are performance related and measured against objective criteria. In 2010 the percentage receiving structured performance appraisals increased to 70% from 67% in 2009.	CR pp. 22, 34-35
7. Businesses should support a precautionary approach to environmental challenges;	We actively promote taking a precautionary approach to environmental challenges in our projects in cooperation with our clients. This is a central point in our approach to business as is illustrated in both our annual report and CR supplement.	AR pp. 15, 18, 20, 22 CR pp. 19-20, 30
8. undertake initiatives to promote greater environmental responsibility; and	<p>To stimulate additional CR in projects, we developed a methodology for evaluating the degree of sustainability in our projects. In 2010 we appointed a sustainability director in the Netherlands to strengthen sustainability leadership.</p> <p>In our own operations, we have increased focus on environmental aspects. We target a 25% reduction in CO2 emissions per FTE vs. 2008 and committed to compensating to a climate neutral position. Due to improved reporting of electricity usage in Africa, we have restated our historical electricity usage. This and a decrease of FTE in the Netherlands resulted in a slight increase of the CO<sub>2</sub>-footprint per FTE for 2010. The 2010 emissions of the whole DHV Group will be compensated in 2011.</p> <p>We focus on appropriate measures to reduce our footprint, identify cost reductions and increase efficiency gains within our office operations on a local basis.</p> <p>In the Netherlands we received a "Green Finance declaration" from the Dutch Government for the renovation of our head office, which will be completed in 2011 and takes it to the highest energy label (from 'G' to 'A').</p>	<p>CR p.19</p> <p>AR p. 15 CR p.26-29</p> <p>CR p.29</p> <p>CR p.26</p>
9. encourage the development and diffusion of environmentally friendly technologies.	<p>We initiate and support the development of environmentally friendly technologies</p> <p>We have developed innovative water treatment technology and design sustainable buildings and eco-cities. Several examples are shared in our annual report and CR supplement.</p>	AR pp.11, 15,18,20, 22,24 CR pp. 19-20
10. Businesses should work against corruption in all its forms, including extortion and bribery.	The DHV Group has a zero tolerance policy toward corruption, bribery, collusion, extortion, fraud and other forms of improper actions for corporate or personal financial gain. This also applies to actions by our business partners. The DHV Group applies a structured approach to integrity in business practices. Our Business Integrity Management system (BIMS). This system was updated and certified in 2010.	AR p. 15 CR. p.15

\*) AR= Annual Report 2010 DHV Group  
CR= Corporate Responsibility Supplement 2010