

Haskoning: Commitment to Health & Safety

At Haskoning, our purpose, **Enhancing Society Together**, is rooted in our commitment to protecting the **Health & Safety (H&S)** of everyone connected to our work. As a global people-centric company, we focus on **people, work and places**, ensuring that every environment we influence is safe, healthy and supportive.

We strive for a **zero-harm culture** and manage health & safety proactively in the advice we give, the designs we deliver, and the services we offer. This includes identifying physical and psychological hazards, managing risks, embedding safe behaviours, and designing out risks wherever possible.

At Haskoning every leader and employee is expected and supported to work according to our Health and Safety Commitments as outlined below.

Our Commitments

Our ethos, Think Safe, Act Safe is underpinned by four themes that shape our global approach:

Safe Behaviour



- Lead by example and act with integrity.
- Promote a culture where people speak up, challenge unsafe acts, and support one another.
- Encourage learning and integrate lessons into continuous improvement.

Safe Design



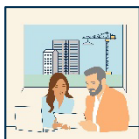
- Apply Safe by Design principles in all projects.
- Identify and reduce risks at the earliest stages of design and decision-making.
- Ensure our technical advice protects people, the environment and communities.

Safe Travel



- Manage risks related to travel and mobility, ensuring employees are prepared, informed and supported.
- Apply appropriate risk assessments before travel, site and fieldwork activities.

Safe Work



- Provide safe, healthy and inclusive workplaces, whether in offices, on client sites or remotely.
- Equip employees with the right tools, competence and training to carry out their work safely.
- Monitor performance and drive continuous improvement across all operations.

Our Organisational Responsibilities

Management at all levels must champion H&S, ensure legal compliance with global policy requirements and relevant local legislation, and provide the resources needed to manage risks effectively. Employees must follow safe practices, challenge unsafe conditions, report concerns, and contribute to a positive, inclusive H&S culture.

Together, we maintain open communication, transparency and accountability in how we manage health and safety.

Approved by



Marije Hulshof, CEO on 10 February 2026