

The United Kingdom (UK) Social Value Policy outlines how we create positive social, environmental, and economic outcomes through our business activities, in alignment with UK legislation and recognised best practice beyond our core contractual obligations.

1 Our Commitment

At Haskoning, we make important contributions to a more sustainable world by delivering positive social, economic and environmental impacts through everything we do. We believe that strong Social Value performance is a fundamental part of our business success and is embedded within our corporate Strategy [Empowering Excellence](#) and our purpose, Enhancing Society Together (EST).

We are committed to creating lasting Social Value that benefits local communities, local environments, our people, and wider society, ensuring that the outcomes of our work wherever possible, extends beyond the immediate scope of our projects.

2 Policy Alignment, Legislation, and Standards

Our approach to Social Value aligns with:

- Enhancing Society Together
- Haskoning's Corporate Social Responsibility (CSR) Legal Reporting Requirements
- The United Nations Sustainable Development Goals (SDGs)
- Central Government and devolved legislation, including:
 - › The Public Services (Social Value) Act 2012
 - › The Procurement Act 2023
 - › Retained Procurement Law (Scotland)
 - › Procurement Policy Note (PPN) 02/20, reflecting the Government's five missions and the Social Value Model
 - › The Procurement Reform (Scotland) Act 2014
 - › The Well-being of Future Generations (Wales) Act 2015

We also align our practices with internationally recognised standards and guidance, including:

- ISO 14001 – Environmental Management Systems
- ISO 45001 – Occupational Health and Safety Management
- ISO 9001 – Quality Management Systems
- ISO 37001 – Anti-bribery Management Systems
- ISO 37301 – Compliance Management Systems

The above support a consistent, transparent and ethical approach to Social Value delivery across our operations and supply chains.

3 Measurement and Reporting

Haskoning is committed to delivering, measuring and reporting positive Social Value outcomes in a transparent and robust manner. We use our [Purpose Matrix](#) to guide our considerations and decision-making around our 5 key themes of

- Climate Change
- Biodiversity & Natural Systems
- Resources & Circularity

Social Value & Equality Safety & Wellbeing

We use a dedicated social value platform to plan, capture, report and record our social value activities and outcomes. Contract specific Social Value commitments can also be agreed with clients at project level and

aligned with the subject matter of the project and recorded, monitored and reported as part of the contract administration process.

Our overarching focus on sustainability is also reflected in our [EcoVadis Platinum](#) recognition, placing Haskoning in the top 1% of organisations globally across all EcoVadis categories. This assessment covers:

- ISO 26000 guidance on social responsibility
- The United Nations Global Compact principles
- Global Reporting Initiative (GRI) standards

It reflects how we embed sustainability into our culture, our Net Zero commitments, and our business processes, including environmental stewardship, fair business practices and sustainable procurement.

4 Responsible and Fair Supply Chain

Haskoning recognises the importance of a resilient, fair and inclusive supply chain. Haskoning UK has been recognised in the 2025 Fast Payers Awards by *Good Business Pays*. Fewer than 10% of large UK organisations achieve this accreditation.

This recognition is based on:

- Paying suppliers in 27 days or less on average
- Paying 95% or more of undisputed invoices on time

This demonstrates our commitment to supporting our supply chain partners, particularly small and medium-sized enterprises, and contributing to local and regional economic resilience.

5 Our People and Future Workforce

Haskoning is an employer that cares about our people and the future workforce. We are committed to providing inclusive opportunities that enable individuals to develop their skills, confidence and careers and we are proud to be an Accredited Living Wage Employer

We offer a wide range of opportunities for young people, early-career professionals and existing colleagues, including:

- Work placements and internships
- Apprenticeships and early career programmes
- Professional networks and mentoring
- Continuous Professional Development (CPD) and personalised development programmes

Through these initiatives, we aim to build capability, promote social mobility and support long-term employability within the communities where we operate. These initiatives complement our existing policies:

- [Equality Diversity and Inclusion \(EDI\) Policy Statement](#)
- [UK - Modern Slavery Act Policy Statement](#)
- [Human Rights Policy](#)

6 Community Impact, Innovation and Collaboration

We work collaboratively with our clients, communities and partners to co-design solutions that respond to local needs and enhance quality of life, and we deliver meaningful volunteer action during Community Impact Week. By combining our technical expertise with local insight, we help deliver outcomes that are inclusive, resilient and future-focused.

Using our EST Framework and [Purpose Matrix](#) to guide us, we actively experiment with new ideas and invest in innovation and emerging technologies to maximise positive impact, supporting sustainable growth for our clients and meaningful benefits for society.

7 Governance and Continuous Improvement

This policy applies to all UK Haskoning employees and business activities. We are committed to continual improvement in our Social Value performance and will regularly review our approach to ensure it remains effective, relevant and aligned with evolving legislation, best practice and stakeholder expectations.

Overall accountability for Social Value rests with UK Resident Director.

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