



HUMAN AND LABOR RIGHTS POLICY

Introduction

Our mission is to *create exceptional and sustainable outcomes for our clients in natural and built assets.*

In pursuing this mission as a global company, we are committed to four core values in everything we do: *Integrity, Client Focus, Collaboration, and Sustainability.*

While our values of Integrity and Sustainability inform our Human and Labor Rights Policy, this policy further strengthens our commitment to international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

Scope: policy applies to CallisonRTKL employees and business partners

This Human and Labor Rights Policy applies to the whole of CallisonRTKL and its employees (including independent contractors, temporary workers, and similar) and extends to the projects which it manages on behalf of its clients. We encourage our business partners to uphold the principles in this Policy and to adopt similar policies within their businesses.

Respect for Human Rights

CallisonRTKL respects human rights and believes in sustainable business development and considers respect for Human Rights and the proper adherence to Labor Rights as an integral component of responsible business behavior. The Company is committed through its designs and client work to improve quality of life for people touched by the projects in which it is involved. The Company is also committed to identify, prevent, or mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

No Forced Labor and Human Trafficking

CallisonRTKL prohibits the use of all forms of forced labor, and any form of human trafficking.

No underage workers

CallisonRTKL prohibits the employment of individuals under the applicable statutory minimum age for workers.

Safe and Healthy Workplace

At CallisonRTKL, the health, safety, and wellbeing of our employees and stakeholders are central to everything that we do. Our health and safety program focuses on a culture that strives for zero accidents. The program is governed by our H&S Management System that promotes a proactive and preventive risk- and behavior-based approach.

Valuing Diversity

CallisonRTKL has a Diversity, Equity, and Inclusion program. We believe that fostering diversity inspires our people to be their true selves, and reach their full potential, contributing to the delivery of exceptional outcomes for clients and our communities. We plan for and track diversity and internally report on progress.

We aim to recruit, hire, place, train, compensate, and promote people based on the needs in



the organization and qualifications, skills, experience, and performance of our people. We are dedicated to fostering workplaces that are free from discrimination or harassment based on race, sex, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law.

CallisonRTKL does not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is unacceptable.

Work Hours, Wages, and Benefits

CallisonRTKL compensates employees competitively relative to the industry and the local labor market.

CallisonRTKL follows applicable wage, work hours, overtime, and benefits laws in the countries where it operates, or, in the absence of such laws, with international labor standards.

CallisonRTKL promotes a good work-life balance for its employees and applies workplace and worktime flexibility strategies to accommodate this.

If employees require time for dependent care, CallisonRTKL aims to accommodate flexible or alternative schedules and leaves of absence as appropriate.

Freedom of Association and Collective Bargaining

CallisonRTKL respects its employees' right to join, form, or not to join or form a labor union, seek representation, and bargain or not bargain collectively in accordance with local laws and without fear of reprisal, intimidation, or harassment.

Dealing with dilemmas; guidance to and reporting by employees

Our human rights and labor rights commitments are an integral part of our Arcadis General Business principles due to our membership of UN Global Compact. Each individual employee has the responsibility to work in a way that corresponds with CallisonRTKL's Core Values and with the Arcadis General Business Principles.

Management is primarily responsible for assuring an open climate where any related dilemmas, or potential dilemmas can be discussed and issues are handled with due care.

We encourage our employees to address or report internal or external issues in line with internal reporting procedures. These procedures assume reporting to an employee's immediate supervisor, yet provide for other reporting options, such as the possibility of using an anonymous integrity phone line, where preferred. 'Issues' can cover a very broad range of topics, and include suspected violations in areas of bribery and corruption, conflicts of interest, free enterprise and fair competition, human rights, labor rights, discrimination, harassment, and financial bookkeeping. CallisonRTKL trusts the judgment of employees to address and report issues or potential issues in good faith.

External engagement; Community and Stakeholders

CallisonRTKL is conscious of the impact it has on the communities in which it operates through the projects it performs on behalf of its clients. Through our network of offices, we can engage with stakeholders in those communities to ensure that we listen to, learn from, and consider their views as we conduct our business. We are committed to engaging in dialogue with stakeholders on human rights or labor rights issues related to our business where appropriate,

taking the view that local issues are most appropriately addressed at the local level.

More information

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