


No: GL-ST-PL-0105	Policy	
Revision: 1.0	Resource Use and Circular Economy	

1.0 Purpose

At Arcadis, we are committed to promoting sustainable practices in our operations, in the projects we undertake for our clients and in our involvement in the value chains to which we belong. This Resource Use and Circular Economy Policy outlines Arcadis' approach to resource management and our commitment to implementing circular economy principles.

2.0 Scope

This policy applies to Arcadis' office-based activities globally, including the spaces leased by Arcadis in multi-tenant buildings with shared common facilities. It also applies to our project activities for clients and with suppliers in our upstream and downstream value chain.

Stakeholder engagement is an essential part of Arcadis' CSRD implementation and is governed by its [GL-ST-PL-0002-Arcadis Stakeholder Engagement Policy on Sustainable Topics](#).

Based on its double materiality analysis, Arcadis has identified the following subtopics within the European Sustainability Reporting Standards (ESRS) Resource Use and Circular Economy as material and therefore part of the scope of this policy: waste.

3.0 Roles and Responsibilities

To foster the successful implementation of this policy, the following responsibilities are assigned:

Role	Responsibility
Chief Growth Officer	Owner of this policy and shall be responsible for its review, approval, and continued suitability.
Executive Leadership Team	Accountable for integrating the policy objectives into our strategy, decision-making processes, and business practices and for providing the appropriate resources to cover the commitments in this policy.
Global Sustainability Team	Responsible for developing and implementing strategies, programs, and initiatives aligned with this policy and monitoring progress against targets.
Procurement team	Responsible for working with suppliers on waste minimization that can contribute to the realization of policy objectives.
Employees	Responsible for adhering to the policy, participating in training programs, and contributing to the continuous improvement of resource use and circular economy practices.

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4.0 Policy

4.1 Impacts, Risks and Opportunities Addressed

4.1.1 Impacts

Arcadis has identified one actual material positive impact in the subtopic waste.

- Arcadis assists clients with responsible asset management, to increase the circularity of material and resource choices, and end of life disposal.

Arcadis has identified one potential material impact in the subtopic waste.

- By integrating sustainability into standard operating procedures and design guides Arcadis can generate improved environmental performance, and enhanced resource efficiency.

4.1.2 Risks

No material risks were identified.

4.1.3 Opportunities

Arcadis identified one actual material opportunity in the subtopic waste.

- Arcadis sees a growth opportunity in assisting clients with responsible asset management assets to increase the circularity of material and resource choices, as well as end of life disposal. Process For Monitoring


Arcadis will monitor the management of impact, risks, and opportunities through its consolidated non-financial reporting system, which is managed by the Non-Financial Reporting Team, residing in the Finance Department.

4.2 Goals

Arcadis' goals with this Resource Use and Circular Economy Policy are to:

1. **Identify** how Arcadis affects resource use, including resource efficiency, avoiding the depletion of resources, and introducing sustainable sourcing and use of renewable resources (referred to in this Standard as "resource use and circular economy") in terms of material positive and negative actual or potential impacts.
2. **Report** annually in its Sustainability Statement to stakeholders on any actions taken, and the result of such actions, to prevent or mitigate actual or potential negative impacts arising from resource use, including its measures to help decoupling its economic growth from the use of materials, and to address risks and opportunities.
3. **Describe** to stakeholders its plans and capacity to adapt its strategy and business model in line with circular economy principles including but not limited to minimizing waste, maintaining the value

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of products, materials, and other resources at their highest value, and enhancing their efficient use in production and consumption.

4. **Outline** to stakeholders how Arcadis manages the material risks and opportunities related to its impacts and dependencies, arising from resource use and circular economy.
5. **Provide insight** to stakeholders into the financial effects on Arcadis over the short-, medium- and long-term of the material risks and opportunities arising from Arcadis' impacts and dependencies on resource use and circular economy.

4.3 Own operations

Arcadis will apply the following key principles in its own operations regarding responsible resource use and the circular economy:

A. Resource Efficiency

We will strive to improve resource efficiency by:

- Conducting regular assessments to identify opportunities for reducing resource consumption and waste generation.
- Implementing measures to optimize the use of energy, water, and materials.
- Encouraging employee awareness to enhance resource efficiency.

B. Circular Economy

We are committed to promoting a circular economy by:

- Procuring consumables, cleaning materials, office supplies, office furniture, IT equipment, and other materials for use in our office environments to the extent possible from sources that honor the principles of the circular economy.

C. Waste Management

We will implement effective waste management practices by:

- Implementing waste reduction measures, including waste segregation and recycling, wherever feasible.
- Encouraging the responsible disposal of hazardous and non-recyclable waste.
- Collaborating with waste management service providers regarding proper waste treatment and disposal.

4.4 Value chain


Arcadis will apply the following key principles in its interaction with its value chain when it comes to responsible resource use and the circular economy:

A. Resource Efficiency

We will strive to improve resource efficiency by:

- Promoting the use of efficient technologies and processes among our clients and where possible suppliers to minimize resource waste.

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B. Circular Economy

We are committed to promoting a circular economy by:

- Designing products and services with a focus on durability, reparability, and recyclability.
- Encouraging reuse, refurbishment, and remanufacturing of products and components.
- Promoting adoption of sustainable procurement practices to support the circular economy.
- Collaborating with suppliers, customers, and partners to close material loops and promote circular value chains.
- Exploring innovative business models with clients and suppliers that facilitate resource recovery and create value from waste.

C. Waste Management

We will implement effective waste management practices by:

- Promoting the use of recycled materials and engaging in responsible end-of-life product management.

4.5 Reporting and Communication

Arcadis will report and disclose progress by:

- Establishing clear metrics and targets to track and measure our resource use, waste generation, and circular economy performance.
- Conducting regular assessments to evaluate the effectiveness of resource use reduction strategies and the application of circular economy principles.
- Reporting our progress internally for engagement and development purposes, and externally in compliance with the CSRD of the European Union.

4.6 Monitoring and Review

This policy will be reviewed periodically to confirm its effectiveness and relevance. Any necessary updates will be made to align with changing business conditions, stakeholder expectations, and regulatory requirements.


5.0 Definitions

Link to AVA

6.0 Records

Not applicable

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7.0 Reference Documents

Document Number	Document Title
GL-ST-PL-0002	Arcadis Stakeholder Engagement Policy on Sustainable Topics

8.0 Process Flowchart

Not Applicable: Appendix A for the process flowchart.

9.0 Revision History

Rev.	Author	Date	Approved by	Date	Description
1.0	Joost Slooten Policy Rating & Risk Manager	01/Oct/2024	Edel Christie Chief Growth Officer	19/Dec/2024	Initial release

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