


No: GL-ST-PL-0107	Policy	
Revision: 1.0	Water Reduction	

1.0 Purpose

At Arcadis, we recognize the importance of conserving our natural resources. Water is a finite and vital resource, and its responsible use is crucial in mitigating environmental impacts and water scarcity while supporting access to water for all. This Water Reduction Policy outlines Arcadis' approach to reducing water consumption within our operations and to encourage sustainable water practices among clients in alignment with the Corporate Sustainability Reporting Directive of the European Union (CSRD).

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](#). In doing so, it considers the interests of stakeholders who may be affected by the company's activities.


Based on its double materiality analysis performed with stakeholders, Arcadis has identified the following subtopics within the European Sustainability Reporting Standards (ESRS) Water and Marine Resources as material and therefore part of the scope of this policy: water consumption; water withdrawals; water discharges in the ocean.

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.
Global Workplace Team	Responsible for managing our office portfolio in alignment with the objectives of this policy and for monitoring progress against targets.
Global Business Areas	Responsible for designing and managing the implementation of client projects aligned with the objectives of this policy and for monitoring progress against targets.

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Procurement Team	Responsible for working with suppliers on opportunities 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 improving quality of life through our activities.

4.0 Policy

4.1 Impacts, Risks and Opportunities Addressed

4.1.1 Impacts

Arcadis has identified actual material positive impacts in water consumption, and water withdrawals.

- Related to water consumption, Arcadis designs water re-use projects low water flow applications, grey water use, and water conveyance improvements. Water withdrawal can be reduced by Arcadis' designs of water reduction/reuse installations in industrial and urban development projects

One potential material negative water withdrawal impact was identified.

- Arcadis' involvement in industrial and urban development projects with significant water use can lead to depletion of local water sources.

4.1.2 Risks

Two potential material water withdrawal risks were identified.

- Arcadis' failure to innovate water infrastructure resilience and conveyance solutions can lead to decreased revenues. A water withdrawal risk is the lack of project opportunities in water scarce areas.

4.1.3 Opportunities

One potential material opportunity was identified regarding water consumption.


- Arcadis sees potential growth in supporting projects in water-stressed areas with integrated designs for low water flow, grey water, and water re-use systems.

Two potential material opportunities were identified regarding water withdrawals.

- Innovative water infrastructure solutions in resilience and conveyance can lead to increased revenues. Design and implementation of water catchment systems and municipal wastewater reuse systems (i.e., sponge city projects) can generate revenue growth.

Finally, two potential material opportunities were identified regarding water discharges to the ocean.

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- Sustainable port development and water reuse and recycling solutions can reduce freshwater consumption and operational costs, and lead to increased revenues for Arcadis.

4.2 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.

4.3 Goals


Arcadis' goals with this Water Reduction Policy are to:

1. **Identify** how Arcadis affects water and marine resources, in terms of material positive and negative actual or potential impacts.
2. **Report** annually in its Sustainability Statement to stakeholders the actions taken, and the result of such actions to prevent or mitigate material actual or potential negative impacts, to protect water and marine resources, also with reference to reduction of water consumption, and to address risks and opportunities.
3. **Assess** whether, how and to what extent Arcadis contributes to the European Green Deal's ambitions for fresh air, clean water, healthy soil and biodiversity, as well as to the sustainability of the blue economy and fisheries sectors, taking account of the following: Directive 2000/60/EC of the European Parliament and of the Council⁶⁸ (EU Water Framework Directive), Directive 2008/56/EC of the European Parliament and of the Council⁶⁹ (EU Marine Strategy Framework Directive), Directive 2014/89/EU of the European Parliament and of the Council⁷⁰ (EU Maritime Spatial Planning Directive), the Sustainable Development Goals (in particular SDG 6 Clean water and sanitation and SDG 14 Life below water), and respect of global environmental limits (e.g. biosphere integrity, ocean acidification, freshwater use, and biogeochemical flows planetary boundaries).
4. **Describe** to stakeholders the plans and capacity of Arcadis to adapt its strategy and business model in line with the promotion of sustainable water use based on long-term protection of available water resources, protection of aquatic ecosystems and restoration of freshwater and marine habitats.
5. **Outline** to stakeholders how Arcadis manages its material risks and opportunities arising from its impacts and dependencies on water and marine resources.
6. **Provide insight** for stakeholders into the financial effects over the short-, medium- and long-term of material risks and opportunities arising from its impacts and dependencies on water and marine resources.

4.4 Own Operations

Arcadis will evaluate and report to stakeholders its water use associated with its network of offices annually and act to:

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1. **Identify and select** office facilities in which water efficiency is state of the art whenever feasible.
2. **Minimize** water use within Arcadis’ facilities and operations through creating water-use awareness and applying efficient fixtures and technologies.
3. **Monitor** and review water consumption data in its own operations regularly to assess progress and set improvement targets.
4. **Report** on water consumption and savings annually.

4.5 Value Chain

Arcadis will conduct water risk assessments across its suite of solutions to identify where actual or potential material negative or positive impacts occur or may occur over the short, medium, and long-term. Based on these solution-level risk assessments, Arcadis will:

1. **Work collaboratively** with clients to identify, design, and implement water-saving, treatment and reuse measures in their projects and operations.
2. **Work collaboratively** with suppliers to address water-saving opportunities in our supply chain.
3. **Monitor and report** water-use related data in our upstream and downstream supply chain where possible.

4.6 Reporting and Disclosure

Arcadis will report and disclose progress on its water reduction activities by:

1. In line with CSRD disclosing information related to our activities that affect water reduction, the material impacts of our operations, and the measures taken to address any material negative impacts.
2. Informing internal stakeholders who play a role in the implementation of this policy through its existing Arcadis Risk and Control Framework and the Business Process Optimization network. External stakeholders expected to contribute to this policy will be informed via their regular contacts within Arcadis, such as the Growth organization and GBAs will inform clients and the Procurement Team will inform suppliers.
3. Providing regular updates to internal and external stakeholders on our sustainability performance, including matters related to water reduction.

4.7 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](#)

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6.0 Records

Not applicable

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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