

Arcadis has applied the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines for the reporting of its Sustainability information in the 2015 Annual Report. This overview is in accordance 'Core' with the GRI G4 Sustainability Reporting Guidelines. Levels of materiality have been considered in selecting the indicators relevant for Arcadis.

The Arcadis Annual Integrated Report 2015 can be found here; <https://www.arcadis.com/media/E/F/4/%7BEF45D8F7-4203-4B22-A343-0311C621061E%7DArcadis%20NV%20Annual%20Report%202015.pdf>

GENERAL STANDARD DISCLOSURES		
Standard Disclosure	Description	Cross-reference in Annual Report 2015
STRATEGY AND ANALYSIS		
G4-1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Chapter Message from the CEO, page 12; Chapter The Arcadis Vision, page 24; Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-2	Description of key impacts, risks, and opportunities.	Chapter The Arcadis Vision, page 24; Chapter Materiality and Stakeholder Engagement, page 36; Chapter Risk Management, The Arcadis Way, page 138; Chapter Sustainability, page 40.
ORGANIZATIONAL PROFILE		
G4-3	Name of the organization.	Arcadis, Cover.
G4-4	Primary brands, products, and services.	Chapter Arcadis at a glance, page 2.
G4-5	Location of the organization's headquarters.	Amsterdam, The Netherlands, page 249
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Geographical distribution, page 244.
G4-7	Nature of ownership and legal form.	Chapter The Arcadis share, page 10.
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Chapter Arcadis at a glance, page 2.
G4-9	Scale of the reporting organization	Chapter Five-year summary, page 242; Geographical distribution, page 244.
G4-10	Total number of employees by employment contract, and gender. Total workforce by employment type, gender, employment contract, and region.	Chapter Our people, page 16.
G4-11	Percentage of total employees covered by collective bargaining agreements.	Other staffing trends, page 17.
G4-12	Describe the organization's supply chain	Chapter Sustainability, page 40.
G4-13	Significant changes during the reporting period regarding the organization's size, structure, or ownership, of its supply chain.	No significant changes

G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Chapter Risk Management, page 138.
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Chapter Sustainability, page 40.
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations.	Chapter Sustainability, page 40.
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	Chapter Arcadis at a glance, page 2; Investments accounted for using the equity method, page 191; Related party transactions, page 220; Geographical distribution, page 244.
G4-18	Process for defining the report content and the Aspect Boundaries and explain how the organization has implemented the Reporting Principles for Defining Report Content.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-19	List all the material Aspects identified in the process for defining report content.	Chapter Materiality and Stakeholder Engagement, page 36.
G4-20	For each material Aspect, report the Aspect Boundary within the organization.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Consolidated interests, page 173.
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	No significant changes were made
STAKEHOLDER ENGAGEMENT		
G4-24	List of stakeholder groups engaged by the organization.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Chapter Sustainability, page 40.
G4-26	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Chapter The Arcadis Share, page 10; Chapter Sustainability, page 40.
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40; Chapter Developments by business line, page 74; Chapter Risk Management the Arcadis Way, page 138; Credit Risk, page 211.

REPORT PROFILE		
G4-28	Reporting period.	Cover
G4-29	Date of most recent previous report.	Chapter The Arcadis Share lists all the financial dates on page 11.; Chapter Five-year summary, page 242.
G4-30	Reporting cycle.	Annual; Chapter Five-year summary, page 242;
G4-31	Provide the contact point for questions regarding the report or its contents.	ir@Arcadis.com ; Page 250.
G4-32	Report the 'in accordance' option the organization has chosen; Report the GRI Content Index for the chosen option; Report the reference to the External Assurance Report, if the report has been externally assured.	This GRI overview is in accordance 'Core' with the GRI G4 Sustainability Reporting Guidelines.
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	No external assurance.
GOVERNANCE		
G4-34	Governance structure of the organization (including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts).	Chapter Report by the Supervisory Board, page 124; Chapter Corporate Governance report, page 148.
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Management structure and processes, page 42.
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Management structure and processes, page 42.
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	Chapter Materiality and Stakeholder Engagement, page 36; Stakeholder engagement, page 42.
G4-38	Report the composition of the highest governance body and its committees.	Chapter Report by the Supervisory Board, page 124; Chapter Corporate Governance report, page 148.
G4-39	Report whether the Chair of the highest governance body is also an executive officer.	Chapter Composition of the Executive Board, pag 15; Chapter Composition of the Supervisory Board, pag 132.
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	Chapter Report by the Supervisory Board, page 124; Chapter Composition of the Executive Board, pag 15; Chapter Composition of the Supervisory Board, pag 132; Chapter Corporate Governance report, page 148.
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	Chapter Corporate Governance report, page 148; General Business Principles, p.46.
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Management structure and processes, page 42.

G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Active participation in organizations such as WBCSD, IUCN and UN Global Compact. See Partners, page 43.
G4-44	Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	Chapter Report by the Supervisory Board, page 124; Chapter Remuneration report, page 152; Chapter Corporate Governance report, page 148.
G4-45	Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	Chapter The Arcadis Vision, page 24; Chapter Sustainability, page 40; Chapter Risk Management, page 138; Chapter Corporate Governance report, page 148.
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	Responsibility for risk management, page 140.
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	On three occasions in 2015, see Responsibility for risk management, page 140.
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	Management structure and processes, page 42.
G4-49	Report the process for communicating critical concerns to the highest governance body.	Monitoring and accountability, page 46.
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	Monitoring and accountability, page 46.
G4-51	Report the remuneration policies for the highest governance body and senior executives. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	Chapter Remuneration Report, page 152.
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	Chapter Remuneration Report, page 152.
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration.	Chapter The Arcadis share, page 10; Chapter Sustainability, page 40.
G4-54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Arcadis does not consider this indicator relevant. Arcadis makes an impact on local communities by the competitive salaries it pays its people.
G4-55	Report the ratio of percentage increase in annual total compensation for the organization's highest- paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Arcadis does not consider this indicator relevant. Arcadis makes an impact on local communities by the competitive salaries it pays its people.

ETHICS AND INTEGRITY		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Core values, page 5; Our business model, page 6; Chapter Sustainability, page 40.
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Internal: Monitoring and accountability, page 46, anonymous reporting line for ethical matters.
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Internal: Monitoring and accountability, page 46;
SPECIFIC STANDARD DISCLOSURES		
Standard Disclosure	Description	Cross-reference
CATEGORY: ECONOMIC		
ASPECT: ECONOMIC PERFORMANCE		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter The Arcadis Vision, page 24; Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-EC1	Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations; To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.	Consolidated statement of comprehensive income, page 162.
G4-EC2	Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure.	Our business model, page 6; Long-term growth drivers, page 26; SWOT analysis page 28; Sustainability priorities page 41; Water, page 86.
G4-EC3	Coverage of the organization's defined benefit plan obligations.	Sharing in the creation of value, page 21; Provisions for employee benefits, page 201.
G4-EC4	Report the total monetary value of financial assistance received by the organization from governments during the reporting period.	Arcadis does not receive any significant financial assistance from governments.
ASPECT: MATERIALS		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material.; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter The Arcadis Vision, page 24; Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-EN1	Report the total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by Non-renewable materials used and Renewable materials used	table page 48.
G4-EN2	Report the percentage of recycled input materials used to manufacture the organization's primary products and services.	table page 48.

ASPECT: ENERGY		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter The Arcadis Vision, page 24; Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-EN3	Report the energy consumption within the organization	table page 47.
G4-EN5	Report the energy intensity	table page 48.
G4-EN6	Report the amount of reductions in energy consumption achieved.	Minimizing our own carbon footprint, page 47.
G4-EN7	Report the reductions in the energy requirements of products and services.	energy considerations are integrated into our designs.
ASPECT: BIODIVERSITY		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36; Page 43, cooperation with IUCN.
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Page 43, cooperation with IUCN; Page 44, cooperation with WBCSD.
ASPECT: EMISSIONS		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36; Minimizing our own carbon footprint, page 47; Carbon footprint analysis, page 48.
G4-EN15	Report Direct greenhouse gas (GHG) emissions (Scope 1)	Table page 48.
G4-EN16	Report Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Table page 48.
G4-EN17	Report Other indirect greenhouse gas (GHG) emissions (Scope 3)	Table page 48.
G4-EN19	Report the reduction of greenhouse gas (GHG) emissions	Minimizing our own carbon footprint, page 47.
ASPECT: PRODUCTS AND SERVICES		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Exceptional & Sustainable Outcomes, page 31; Chapter Materiality and Stakeholder Engagement, page 36; Sustainability priorities, page 41; Environmental sustainability, page 47; True client focus with exceptional and sustainable outcomes in mind, page 121, Exceptional & Sustainable Outcomes, page 138.
G4-EN27	Report the extent of impact mitigation of environmental impacts of products and services	Environmental sustainability, page 47.
ASPECT: TRANSPORT		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Minimizing our own carbon footprint, page 47.
G4-EN30	Report significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Minimizing our own carbon footprint, page 47.

ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36;
G4-EN32	Report the percentage of new suppliers that were screened using environmental criteria.	Purchasing principles, page 45.
CATEGORY: SOCIAL		
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK		
ASPECT: EMPLOYMENT		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Our people, page 16; Chapter Materiality and Stakeholder Engagement, page 36.
G4-LA1	Report the total number and rate of new employee hires during the reporting period, by age group, gender and region; Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.	Chapter Our people, page 16.
G4-LA2	a. Report the benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Sharing in the creation of value, page 21.
ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts. Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36; Health and safety, page 49.
G4-LA5	Report the percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Health and safety, page 49.
G4-LA6	Report the type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Health and safety, page 49.
G4-LA7	Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.	Health and safety, page 49.
ASPECT: TRAINING AND EDUCATION		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Our people, page 16; Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-LA10	Report Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Chapter Our people, page 16.
G4-LA11	Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Chapter Our people, page 16.

ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Core values, page 5; Other staffing trends, page 17; General business principles, page 46; Composition executive and supervisory board, page 130;
G4-LA12	Report the composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Chapter Our people, page 16; Composition Executive and Supervisory Board, page 130.
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	material for 2015. Chapter Materiality and Stakeholder Engagement, page 36;
G4-LA15	Report the significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Human rights and labor rights, page 45; Purchasing principles, page 45.
SUB-CATEGORY: HUMAN RIGHTS		
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-HR4	Report operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	UN Global Compact, page 45; Human rights and labor rights, page 45; Purchasing principles, page 45.
ASPECT: CHILD LABOR		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-HR5	Report operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	UN Global Compact, page 45; Human rights and labor rights, page 44; Purchasing principles, page 45.
ASPECT: FORCED OR COMPULSORY LABOR		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36; Chapter Sustainability, page 40.
G4-HR6	Report operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	UN Global Compact, page 45; Human rights and labor rights, page 45; Purchasing principles, page 45.
SUB-CATEGORY: SOCIETY		
ASPECT: ANTI-CORRUPTION		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	General business principles, page 46; Strategic risks, page 142.
G4-SO3	Report the total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Human rights and labor rights, page 45; Strategic risks, page 142

G4-SO4	Report communication and training on anti-corruption policies and procedures	Human rights and labor rights, page 45; General Business Principles, page 46; Chapter Risk Management, page 138.
G4-SO5	Report the Confirmed incidents of corruption and actions taken	Monitoring and accountability, page 46.
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
ASPECT: CUSTOMER HEALTH AND SAFETY		
G4-DMA	Report why the Aspect is material. Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	Chapter Materiality and Stakeholder Engagement, page 36; Health and safety, page 48.
G4-PR1	Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Health and safety, page 49.