

Sustainability Statement

of Suppliers and/or Subcontractors

Heijmans recognises that effective sustainable business can only be achieved when the three aspects of sustainability, People, Planet (environment) and Profit (value) are respected and implemented in a balanced manner. Our focus is specifically on increasing the sustainability of our business, our products and activities and the suppliers and subcontractors (“contractors”) in our supply chain. Corporate Social Responsibility is embedded in our strategy and policy.

In consultation with its customers and contractors, Heijmans aims to minimise any adverse effects of its activities in the supply chain. By involving our contractors in taking this responsibility, we aim to contribute to improvements in the social realm, working conditions and safety, health and environment, both within our company and our contractors and the supply chains of our contractors.

Heijmans therefore expects its contractors (and their affiliated companies), its employees, as well as those engaged by them, and its subcontractors and suppliers, to act in accordance with this statement and oblige their own suppliers and subcontractors to act accordingly.

Sustainable cooperation

The contractor shall act in full compliance with international, national, and local laws and regulations, as applicable to its business and shall be in the possession of any necessary valid official documents (permits, certificates, etc.).

The contractor will reject any restriction of free trade, apart from restrictions resulting from national or international laws and regulations.

The contractor shall adopt a proactive approach in preventing and continually reducing any environmentally harmful aspects of its business, including the reduction of emissions, noise, waste, energy and fuel consumption, the use of hazardous substances and demands on natural resources. The contractor shall have a clear policy and clear objectives. Upon request, the contractor shall provide Heijmans with relevant reporting providing insight into the objectives and accomplished results.

The contractor shall adopt a proactive approach in identifying, analysing and reducing any risks associated with its products throughout their entire lifecycle. In this regard, the contractor and Heijmans shall actively share their relevant knowledge and experience.

Respect for employees

The contractor shall refrain from directly or indirectly employing children insofar as there is a violation of Conventions No 138 and 182 of the International Labour Organization (ILO).

The contractor shall refrain from any form of forced employment of workers.

The contractor shall refrain from any form of discrimination based on race, nationality, ethnic or social background, age, religion, gender, sexual orientation, disability or other distinguishing characteristics.

The contractor shall employ a fair and consistent primary and secondary employment policy serving its employees.

The contractor shall respect the rights of its employees to freedom of association and peaceful assembly, including the right to form and join other trade unions with a view to the protection of their interests.

The contractor shall regularly provide adequate education and training to its employees in the area of safety, health and environment, including the handling of hazardous materials and processes and the prevention of environmental damage.

Respect for the environment

The contractor shall adopt a proactive approach in establishing and maintaining standards and values within its company in the area of safety, health and environment. Management information shall be collected and evaluated regularly, and there shall be measurable objectives for each relevant aspect and regular monitoring and control on the progress of these aspects.

The contractor shall systematically and frequently evaluate the effects of its operations on the environment and residents regarding safety, health and environment. Relevant and specific measurable objectives shall be in place for reducing emissions and waste streams.

The contractor shall have an up-to-date emergency plan implemented in practice in which the magnitude and consequences of the most obvious calamities are defined and the most effective response to each of these calamities is clearly defined.

The contractor shall have adequate procedures regarding the safe handling, storage, transport, use and reuse and disposal of hazardous substances and waste.

2. We confirm that together with Heijmans we understand the importance of the principles and requirements contained/expressed in this Statement and our obligation to act accordingly in our business with and on behalf of Heijmans.

3. In the context of this Statement, at the request of Heijmans, we shall provide Heijmans with a written self-assessment and appropriate reporting, within a reasonable time after receipt of such request.

4. We agree that, after consultation, an internal or external auditor of Heijmans, or a third party appointed by Heijmans, shall carry out inspections at our premises, in order to verify our compliance with the Sustainability Statement.

Sustainability Statement

The contractor hereby declares the following:

1. We have received a copy of the "Sustainability Statement" of Heijmans and commit ourselves, in addition to our obligations in the framework agreements and project contracts with Heijmans, to act in accordance with the principles and requirements contained/expressed in this Statement, and to furthermore require this of our employees and any suppliers and subcontractors engaged by us.

Place, date

Signature

Company Name Contractor

Company stamp

Name, position