

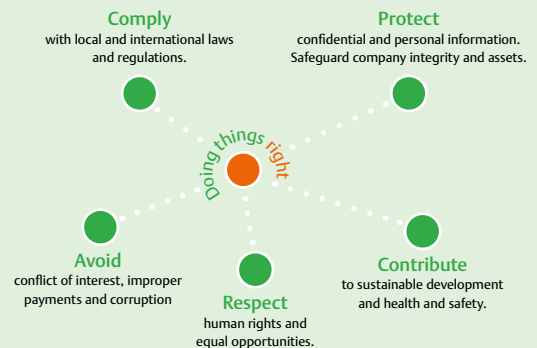


# Corporate Responsibility

The Corporate Responsibility (CR) policy of BAM International provides guidance to our business conduct and to our effects on the environment and social wellbeing. At the same time it ensures that our values and behaviour are aligned with the expectations and needs of our stakeholders and the society as a whole. This policy is also to ensure our 'duty of care' responsibilities towards our employees and persons affected by our activities.

Our Corporate Responsibility policy is in compliance with the UN - Universal Declaration of Human Rights and the Organisation for Economic Co-operation and Development (OECD) guidelines for multinational enterprises. We consider it important to have a culture of doing the right thing, taking responsibility and working together in a transparent way. These principles have been laid down in our Code of Conduct. Any suspected misconduct can be reported through 'speak up' to ensure that we conduct our business in a transparent manner.

Bribery and corruption are prohibited with respect to any person under the control of BAM International as directed in the BAM Bribery and Corruption policy. Our business is conducted in such way that the health, well-being and welfare of all persons involved in, or affected by, our activities are safeguarded as provided for in our Occupational Health & Safety policy. We respect the privacy rights of our staff, clients, suppliers and business partners. We are committed to managing personal data in accordance with the BAM Privacy Policy.



We conduct our business independently and we are committed to preserve free, fair and efficient competition for the benefit of all companies operating in the industry and their clients. We find CR an important aspect of our sustainability journey and our aim is to contribute positively to the Group's targets. Our ambition is to have a net positive impact on the planet by preventing or mitigating the adverse effects of climate change and to enhance the lives of the people we come into contact with through our work.

We are committed to continuously improving our operational performance by increasing our safety performance, adding value to our communities, developing initiatives in the field of sustainability and creating a positive impact on our planet by reducing CO<sub>2</sub> and waste and developing a circular economy.

**Climate** ☀️ **25% relative emission reduction by 2020.**

**Resource** ♻️ **50% less waste across project life cycle by 2020.**

**People** 👥 **Enhancing 100.000 lives by 2020.**

These goals not only take account of our corporate undertakings but also include any additional requirements specific to our projects.

This policy applies to all BAM International controlled activities worldwide.

Board of directors BAM International bv,

Eric van Zuthem

Wouter Rummelts