

Royal BAM Group

Sustainability Policy Statement

The Executive Committee of Royal BAM Group is committed to building a sustainable tomorrow and ensuring compliance with relevant national and international laws and regulations with regard to sustainability.

BAM's approach to sustainability is aligned with standards such as the UN Sustainable Development Goals framework and ISO14001 environmental management systems.

This policy is applicable to all Royal BAM Group activities and all its companies, employees and any other representatives (hereafter 'BAM').

BAM works towards a greener portfolio and revenue being an integral part of BAM's strategy, with the following key sustainability principles:

- Reduce greenhouse gas (carbon) emissions in line with 1.5 degree trajectory of the Paris Agreement and net zero future, to limit global warming and its effects. BAM is committed to increase the procurement of renewable electricity up to 100% and phase out the use of fossil fuels.
- Deliver circular products by maximising resource efficiency and eliminating waste.
- Adapt the built environment to increase climate resilience.
- Improve the variety of life to enhance ecosystems.
- Foster safe, healthy and inclusive working and living environments.
- Engage with communities to enhance people's lives.

BAM's approach provides the framework to set and monitor objectives with key focus on:

Management system

- Deliver a clear framework of sustainability topic requirements in the area of decarbonisation, circularity, climate adaptation, biodiversity, safety, health and inclusion and social value.
- Ensure appropriate controls and monitoring effectiveness.

People and communication

- Increase knowledge and skills of 'BAM's own workforce in the area of sustainability.

Monitoring and reporting

- Monitor sustainability requirements against pre-determined plans, standards and objectives and reported in line with the reporting requirements.

Third party management

- Endorse appropriate third party due diligence and monitor the compliance of sustainability responsibilities.

Continuous improvement

- BAM adopted a systematic approach to the evaluation of sustainability requirements and the promotion of improvement measures. This also covers regular audits and annual reviews of the effectiveness of this policy and relevant objectives and targets.

Stakeholder engagement

- The interests of employees, shareholders and other relevant stakeholders are considered when updating the sustainability strategy and the relevant materiality assessment(s).

This policy is achieved by effective operation of the integrated management systems together with the active leadership, participation, professionalism and commitment of all internal stakeholders involved. The management systems aim to meet the requirements of BAM, its clients and other external stakeholders.

The Executive Committee regards the responsibility of management in implementing this policy statement to be fundamental to BAM meeting its standards and commitments.

BAM has appointed a Director Strategy and Sustainability for the Group to ensure awareness of this policy is promoted throughout the company, the effectiveness is monitored and areas for continual improvement identified and implemented.

Ruud Joosten

Chief Executive Officer

For and on behalf of the Executive Committee of Royal BAM Group



This policy statement has been approved electronically. Proof of approval can be seen upon request