

# Human Rights and Equal Opportunities Policy

## Grontmij's Commitment to Human Rights and Equal Opportunities

**As a world wide consulting engineering company Grontmij is committed to conform to international conventions and best practices in the areas of human rights and equal opportunities.**

## Grontmij's Principles for Human Rights and Equal Opportunities

As a sign of this commitment Grontmij has joined the UN Global Compact initiative which is founded upon 10 principles in the areas of human rights, labour, environment and anti-corruption.

Human rights and equal opportunities are important issues in relation to recruitment and employment of staff.

Grontmij fully endorses the Universal Declaration of Human Rights which includes 30 fundamental human rights. Specifically we want to stress our intention to employ a diverse staff mirroring the diversity of the surrounding society.

This means that recruitment and employment are practised without any distinction due to

- race
- colour
- ethnic, national or social origin
- gender
- religion
- age
- physical disability
- political opinion
- sexual orientation
- family responsibilities
- political, jurisdictional or international status of the country of origin

## Grontmij's Human Rights and Equal Opportunities Approach

This non-discriminatory policy however does not interfere with the overriding principle "the right person to the right job" meaning that we always strive to recruit and employ staff with the qualifications that assure the best match to the requirements of the job.

Having stated this principle we furthermore have a goal of achieving a higher percentage of women at the managerial level of the organisation with the aim to stimulate a higher diversity in this area to the benefit of our company and society.

A serious approach to the issue of human rights and equal opportunities implicates sub-consultants/-suppliers, co-operation partners and clients. It is our position that all the above parties shall exert a similar commitment as we do.