

STANDARD DISCLOSURES PART I: Profile Disclosures				
1. Strategy and Analysis				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
1.1	Statement from the most senior decision-maker of the organization	CEO statement as the forward to the Annual Report		www.grontmij.com/investorrelations
1.2	Description of key impacts, risks, and opportunities.	Report of the Executive Board in our Annual Report		www.grontmij.com/investorrelations
2. Organizational Profile				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
2.1	Name of the organization.	Grontmij N.V.		www.grontmij.com/services
2.2	Primary brands, products, and/or services.	Grontmij supply specialist consultancy in design and environmental engineering as fully described on our web site		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Report of the Executive Board in our Annual Report		www.grontmij.com/investorrelations
2.4	Location of organization's headquarters.	Grontmij N.V. De Helle Blit 22 3732 HM De Blit The Netherlands		
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Grontmij operates in seven "home countries": Netherlands, Denmark, Sweden, Germany, Belgium, UK and Ireland and Poland.		http://www.grontmij.com/AboutGrontmij/
2.6	Nature of ownership and legal form.	Grontmij is a publically listed company with shares trading on the Euronext stock market		http://www.grontmij.com/AboutGrontmij
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Grontmij is a leading sustainable design, engineering and management consultancy active in three business lines: -Planning & Design; -Transportation & Mobility; -Water & Energy.		www.grontmij.com/services
2.8	Scale of the reporting organization.	Grontmij is the fourth largest design, engineering and management consultancy in Europe with over 150 offices across Europe and a further 20 offices globally		http://www.grontmij.com/AboutGrontmij
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	None		
2.10	Awards received in the reporting period.	Grontmij have won numerous awards in the reporting period, notably for innovation in design and in health and safety		http://www.grontmij.com/AwardsInnovation
3. Report Parameters				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Calendar year 2009		
3.2	Date of most recent previous report (if any).	Grontmij Group CSR report 2008		http://www.grontmij.com/CSR
3.3	Reporting cycle (annual, biennial, etc.)	Annual		
3.4	Contact point for questions regarding the report or its contents.	Frank Price, Director of Sustainability E: frank.price@grontmij.com T: +44 (0) 113 292 0000		
3.5	Process for defining report content.	The Grontmij CSR coordinating group meets on a regular basis to agree policy, define standards and review progress. This group also agrees the scope and content of our annual CSR report. This group reports to the Grontmij CEO on a monthly basis.		
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	The CSR report covers our "home country operations" (see section 2.5 above). We have excluded operations with fewer than 100 full-time staff.		
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope). 1	There are no specific limitations to the scope of our reporting. The management approach sections in the subsections of our CSR web-site define how we have set out our selection of indicators.		http://www.grontmij.com/CSR
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	We have included in our reporting all joint ventures where we are a majority stakeholder, all outsourced facilities and site based operations (i.e. operations based at client sites) where we have based more than 20 staff.		
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	All aspects of our reporting in relation to this disclosure are contained in our indicator specific sections on our CSR web-site		http://www.grontmij.com/CSR
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	There are no restatements of data or information in our CSR or annual report		
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	None		
3.12	Table identifying the location of the Standard Disclosures in the report.	This table		
3.13	Policy and current practice with regard to seeking external assurance for the report.	The report will be GRI checked		
4. Governance, Commitments, and Engagement				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Grontmij Group Web-site		http://www.grontmij.com/AboutGrontmij/Organisation/Pages/Organisation.aspx
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	No		http://www.grontmij.com/investorrelations/corporategovernance/Pages/SupervisoryBoard.aspx
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Four members of our Supervisory Board are non-executive members		http://www.grontmij.com/investorrelations/corporategovernance/Pages/SupervisoryBoard.aspx
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Shareholders via the Annual General Meeting Employees via their line management to the Group Executive Committee		http://www.grontmij.com/investorrelations/corporategovernance/Pages/CorporateGovernance.aspx
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Group Remuneration policy		http://www.grontmij.com/investorrelations/corporategovernance/Pages/Remuneration.aspx
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Group integrity code and whistle blower policy		http://www.grontmij.com/investorrelations/corporategovernance/Pages/CodeofIntegrity.aspx
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Corporate governance guidelines		http://www.grontmij.com/investorrelations/corporategovernance/Pages/CorporateGovernance.aspx

4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Mission and values statements and code of conduct		http://www.grontmij.com/AboutGrontmij/Pages/Mission.aspx
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Corporate governance guidelines		http://www.grontmij.com/investorrelations/corporategovernance/Pages/CorporateGovernance.aspx
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Through the reports to the Annual General Meeting and through the analysis of external auditors and analysts who report independently on our performance		http://www.grontmij.com/investorrelations/Pages/GrontmijAnalysts.aspx
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Grontmij has adopted a precautionary approach to all its dealings with our operational environmental footprint and in the setting of targets for its reduction.		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Grontmij are signatories to the Global Compact		http://www.unglobalcompact.org
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.			
4.14	List of stakeholder groups engaged by the organization.	Investors Clients Staff Trade bodies (see 4.3 above) Analysts (see 4.10 above) Non-Incorporated Joint Venture Partners		
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder analysis conducted by the corporate CSR working group		http://www.grontmij.com/CSR
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Approaches differ depending on stakeholder group concerned: Investors - annually via our annual report and accounts and general meeting Clients - through client feedback analysis at the end of all projects Staff - through annual employee satisfaction questionnaires Trade bodies - through membership panels and working parties Analysts - through our review of their independent analysis of us Non-incorporated Joint Ventures Partners - ad hoc as we form JV's for specific bids and projects		
4.17	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.	Responding to climate change is the key issues raised by all stakeholders		http://www.grontmij.com/CSR
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMA)				
G3 DMA	Description	Cross-Reference		
DMA_EC	Disclosure on Management Approach EC	http://www.grontmij.com/CSR/economic-performance/management-approach		
DMA_EN	Disclosure on Management Approach EN	http://www.grontmij.com/CSR/environmental-management/management-approach		
DMA_LA	Disclosure on Management Approach LA	http://www.grontmij.com/CSR/safer-workplace/management-approach		
DMA_HR	Disclosure on Management Approach HR	http://www.grontmij.com/CSR/human-rights/management-approach		
DMA_SO	Disclosure on Management Approach SO	http://www.grontmij.com/CSR/business-integrity/management-approach		
DMA_PR	Disclosure on Management Approach PR	http://www.grontmij.com/CSR/sustainability-by-design/management-approach		
STANDARD DISCLOSURES PART III: Performance Indicators				
Economic	Description	Cross-Reference	Reason for Omission	Further Explanation
Performance Indicator				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	http://www.grontmij.com/CSR		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	http://www.grontmij.com/CSR		
EC3	Coverage of the organization's defined benefit plan obligations.		Not applicable	Grontmij does not operate a defined benefits scheme
EC4	Significant financial assistance received from government.		Not applicable	No assistance received
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		Not applicable	There is no standard entry level wage to the Grontmij organisation
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		Not available	Grontmij purchasing policies require the use of local suppliers when available / applicable
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		Not material	Grontmij will hire staff at all levels on the basis of skill and aptitude for the role in question
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.		Not applicable	Grontmij does not engage in pro-bono activities
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.		Not material	Grontmij is not an employer of regional economic significance at any of its major centres of operation
Environmental				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
EN1	Materials used by weight or volume		Not material	Grontmij does not utilise significant raw materials in its operations
EN2	Percentage of materials used that are recycled input materials.		Not material	Grontmij does not utilise significant raw materials in its operations
EN3	Direct energy consumption by primary energy source.	http://www.grontmij.com/CSR		
EN4	Indirect energy consumption by primary source.	http://www.grontmij.com/CSR		
EN5	Energy saved due to conservation and efficiency improvements.		Not available	Data on this indicator is to be included in 2010 annual report
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.		Not material	Grontmij is a design consultancy and does not provided energy using products or services
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		Not material	Data on this indicator is to be included in reporting to EN5 in 2010 CSR report
EN8	Total water withdrawal by source.	http://www.grontmij.com/CSR		
EN9	Water sources significantly affected by withdrawal of water.		Not material	All water used is supplied by public water utility companies
EN10	Percentage and total volume of water recycled and reused.		Not material	All water used is for consumption by our people and for sanitation purposes only
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		Not material	Grontmij has no significant land holdings
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		Not material	Grontmij operations all take place within commercial and/or industrial development zones
EN13	Habitats protected or restored.		Not material	Grontmij operations all take place within commercial and/or industrial development zones
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		Not material	Grontmij operations all take place within commercial and/or industrial development zones
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		Not material	Grontmij operations all take place within commercial and/or industrial development zones
EN16	Total direct and indirect greenhouse gas emissions by weight.	http://www.grontmij.com/CSR		

EN17	Other relevant indirect greenhouse gas emissions by weight.		Not available	Data on this indicator is to be included in 2010 annual report
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		Not available	Data on this indicator is to be included in 2010 annual report
EN19	Emissions of ozone-depleting substances by weight.		Not available	We are not aware of any emissions of ozone depleting chemicals from our
EN20	NOx, SOx, and other significant air emissions by type and weight.		Not available	Data on this indicator is to be included in 2010 annual report
EN21	Total water discharge by quality and destination.		Not material	All water discharged is to public sewer
EN22	Total weight of waste by type and disposal method.	http://www.grontmij.com/CSR		
EN23	Total number and volume of significant spills.		Not material	Grontmij is an office based operation and has no significant use of material
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.		Not material	We are not aware of any transport of any materials in these waste categories in our operations
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.		Not material	All water discharged is to public sewer
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		Not available	Data on this indicator is to be included in 2010 annual report
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		Not applicable	Grontmij does not sell products
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	http://www.grontmij.com/CSR		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	http://www.grontmij.com/CSR		
EN30	Total environmental protection expenditures and investments by type.		Not applicable	Grontmij does not engage in environmentally damaging activities requiring
Social/Labor Practices and Current Work				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
LA1	Total workforce by employment type, employment contract, and region.	http://www.grontmij.com/CSR		
LA2	Total number and rate of employee turnover by age group, gender, and region.	http://www.grontmij.com/CSR		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		Not allowed	
LA4	Percentage of employees covered by collective bargaining agreements.		Not material	We do not enter into collective bargaining procedures
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		Not available	Data against this criteria not collated across the group
LA6	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.	http://www.grontmij.com/CSR		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	http://www.grontmij.com/CSR		
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		Not available	Data against this criteria not collated across the group
LA9	Health and safety topics covered in formal agreements with trade unions.		Not available	Data against this criteria not collated across the group
LA10	Average hours of training per year per employee by employee category.	http://www.grontmij.com/CSR		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		Not available	Data against this criteria not collated across the group
LA12	Percentage of employees receiving regular performance and career development reviews.	http://www.grontmij.com/CSR		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.		Not available	Data against this criteria not collated across the group
LA14	Ratio of basic salary of men to women by employee category.		Not available	Data against this criteria not collated across the group
Social/Human Rights				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		Not available	Data against this criteria not collated across the group
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		Not available	Data against this criteria not collated across the group
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		Not available	Data against this criteria not collated across the group
HR4	Total number of incidents of discrimination and actions taken.	http://www.grontmij.com/CSR		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.		Not available	Data against this criteria not collated across the group
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.		Not available	Data against this criteria not collated across the group
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor.		Not available	Data against this criteria not collated across the group
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.		Not available	Data against this criteria not collated across the group
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		Not available	Data against this criteria not collated across the group
Social/Society				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.		Not material	Data against this criteria not collated across the group
SO2	Percentage and total number of business units analyzed for risks related to corruption.		Not available	Data against this criteria not collated across the group
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	http://www.grontmij.com/CSR		
SO4	Actions taken in response to incidents of corruption.	http://www.grontmij.com/CSR		
SO5	Public policy positions and participation in public policy development and lobbying.		Not available	Data against this criteria not collated across the group
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		Not allowed	
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		Not available	Data against this criteria not collated across the group
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	http://www.grontmij.com/CSR		
Social/Product Responsibility				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	http://www.grontmij.com/CSR		
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	http://www.grontmij.com/CSR		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		Not material	We are not subject to such procedures
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.		Not material	We do not provide labeled products
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	http://www.grontmij.com/CSR		
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		Not available	We have no such standards in place
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.		Not applicable	No such voluntary codes exist in the engineering consultancy marketplace
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		Not available	Data against this criteria not collated across the group
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	http://www.grontmij.com/CSR		