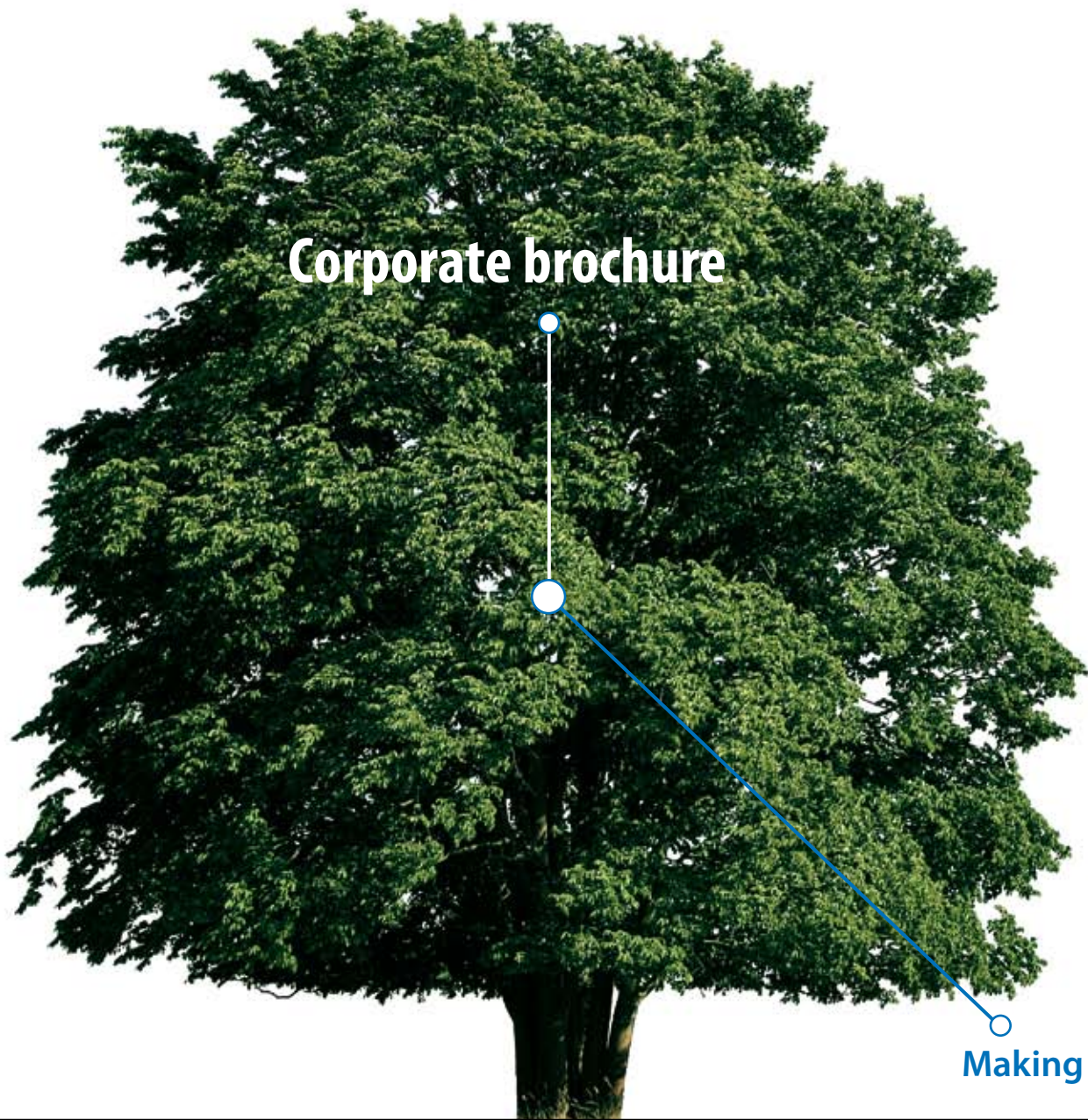


**Corporate brochure**



**Making a difference**

*The true meaning of  
life is to plant trees,  
under whose shade  
you do not expect  
to sit*

*Making a difference*

**The true meaning  
of life is to plant trees,  
under whose shade  
you do not expect  
to sit.**

*Author: Nelson Henderson*

# Who we are

## Our vision

Making our daily working and living environments more sustainable.

## Our mission

To be the leading European sustainable design, engineering and management consultancy for the built and natural environment.

## Our company

We are active in the growth markets of water, energy, transportation, sustainable planning and life cycle asset management. At the heart of our business is the sustainability by design principle. It is a leading value proposition for our customers.

## Our values

We express our pride and passion by working closely together – with colleagues and customers. We support attempts to improve sustainability of working methods and end results through innovation and creativity. That is how we grow, both as a business and as professionals.

## Our history

We began in 1913 as a company focused on cultivating wasteland, helping farmers protect against flooding and reclaiming land. We still do this and much, much more. Our value chain of services stretches from major renewable water and infrastructure projects through designing efficient and environmentally-sensitive mobility and transportation networks to shaping and monitoring our built and green living spaces.

## Our future

We look to the future to enhance the world we live in. By applying sustainability considerations to all our design, consultancy and management services right across the value chain, highly-skilled expert professionals are able to create lasting solutions that plan for, connect and respect the future.

planning connecting  
respecting  
the future

# Create inspiration...

a good idea has never been born  
behind a desk or in a meeting.



*Bella Sky Hotel, Copenhagen, Denmark*

*Making a difference*

**Eric Kjaerulff**

*Planning & Design Site manager  
Denmark*

*Planning & Design*

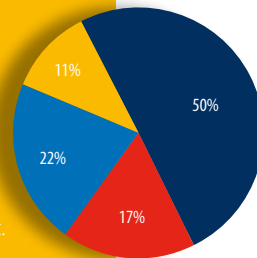
## **Spectacular**

Copenhagen has just been voted one of the world's best places to live. The city's startling new Bella Sky Hotel and convention centre is helping Copenhagen become the world's best place to visit. That's not just hype. The hotel will offer four-star accommodation in an amazing new building that has already been dubbed: the leaning towers of Copenhagen. Our job on this geometrically complex construction is just as spectacular as the end result. We have been in charge of the construction and site management of the complete building process. The challenges comprised coordination of more than 30 different contractors including tower climbers for facade installations and installations of the connection bridge 80 metres above ground.

# Planning & Design

## Real sustainable solutions

Currently our largest business line and employing over 40% (approximately 4,000) of our people, Planning & Design reflects our strong local market position. Our work is best explained as creating sustainable solutions for the built and natural environment.



Contribution by region



## Sustainability by design

Planning & Design projects range from environmental management and design, urban planning, building, construction, land use, leisure and landscaping – everything that influences the places and spaces where people live and work. The natural environment is also our drawing board. Our approach is based on Grontmij's 'sustainability by design' philosophy that embeds sustainable solutions into every aspect of our work. It is also a driver behind our innovations.



## Working environment

Projects are always local but the location can be anywhere in the world. The world is increasingly becoming increasingly urban. This puts new pressures on our living environment. Changing demographics also has an impact on where and how we work. Less new buildings are being constructed so existing stock becomes more attractive, especially if we can transform these into sustainable structures. This is a growth area for Planning & Design.



## Life-cycle management

A major part of our Planning & Design business is BREEAM certification for buildings. This environmental assessment methodology is recognised worldwide as benchmark for sustainable building. Certification is increasingly seen as part of life-cycle management, an area where we excel. We are currently working on an additional tool that can calculate a building's life-cycle costs. It will enable strategic decision-making on when investment or maintenance is most useful in terms of value. It is this kind of innovation, driven by our 'sustainability by design' philosophy, that makes Planning & Design valued by our clients worldwide.



- Regional and rural development
- Environmental management
- Soil
- Waste
- Nature & ecology
- Outdoor sports & leisure
- Urban development
- Landscape architecture
- Residential building
- Retail & commercial building
- Logistics & distribution
- Offices
- Education, health & culture
- Indoor sports & leisure
- Parking solutions
- Real estate management

# If at first...

the idea is not absurd, then there is  
no hope for it.



*Velsen Zuid, the Netherlands*

*Making a difference*

## **Corianne Stevens**

*Head of Advanced Traffic  
Management department  
The Netherlands*

*Transportation & Mobility*

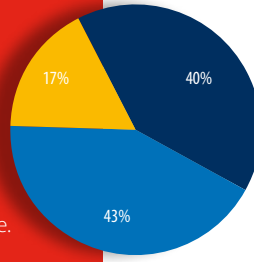
## **Go with the flow**

Intelligent Transport Systems (ITS)? In the Netherlands, we can't do without them. Have you ever wondered how the signs and systems that help keep traffic moving work? Or who is behind them? That would be Grontmij. We design, engineer and operate all kinds of systems needed to optimise traffic flow in normal situations. But we are also there when things get difficult. Incidents, large events or road works – we make sure that our clients' infrastructure, like an economic engine, is running smoothly. We ensure to get road users where they need to be today and tomorrow.

# Transportation & Mobility

## On the move

Transportation & Mobility is all about smart ways to move people and goods in the most efficient, environmentally sustainable way. A key business for Grontmij, around 17% or approximately 2,000 of our personnel is dedicated to keeping us on the move – worldwide.



Contribution by region



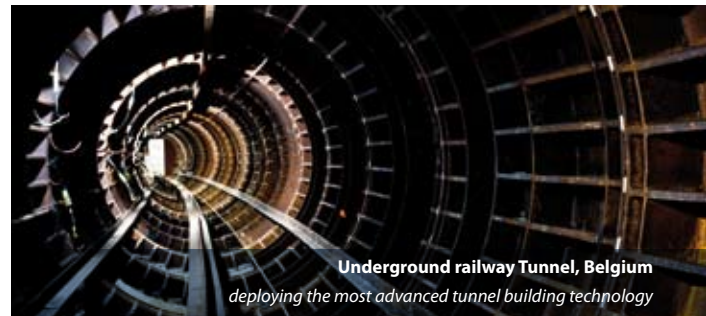
## Efficient and sustainable

Today, we move over-, above- and underground via highways, rail, water, tunnels, bridges and air. These transport flows have to be designed, planned and executed. In turn, Mobility works to manage these flows in more efficient ways. Every day, we come up with more efficient and sustainable ways to keep flows moving. This component has become increasingly important as more and more people are moving to urban areas.



## Solving problems

But our work is about more than planning a new road or bridge or allocating a new section of rail track. What we do is think of the best sustainable solution for a particular need. Our consultants and engineers are always focused on designing solutions that will last for at least a few generations. Our teams frequently supervise specific components of a project. We solve problems, design and engineer solutions and supervise or monitor their implementation – all from a sustainable perspective. This is 'sustainability by design'.



## Strong mix

Local knowledge is essential. Our regional Group companies are hugely experienced in their local areas. We have to understand the geological working base, the climate and local conditions. This is why Transportation & Mobility will always be a strong local activity. At present, a large proportion of our business is national or regional. However, cross-border projects are increasing gradually as we differentiate our services through the mix of strong local presence, cross-border cooperation and international knowledge and expertise.



- Transportation, planning & logistics
- Highways & roads
- GIS & ICT
- Railways & rail stations
- Waterways & harbours
- Geo-data

# Attitude...

is a little thing that makes a big difference.



Ozone plant, Duisburg, Germany

*Making a difference*

## Jens Lange

*Project manager of wastewater treatment & process engineering Germany*

*Water & Energy*

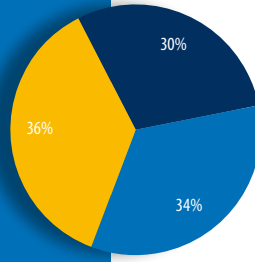
## In the ozone

Next time you pop a pill, give a thought to our German colleagues who are working hard to extract drug residues from wastewater. We got together with universities and research institutes to find the best way to get rid of it. The results show the use of ozonisation, or the injection of ozone into effluent, is one way. Activated carbon absorption is another. We are currently constructing an innovative ozone wastewater treatment plant in the German city of Duisburg. This is one of the first of its kind in Europe. Once complete, it should protect the drinking water resources. But it will also set the design standards for eliminating micropollutants into the future.

# Water & Energy

## Sustaining resources

More than 20% or approximately 2,000 of our people engage every day in every conceivable way of working with water and power. From the design of innovative plants to treat waste water to offshore wind parks to generate energy – we are sustainable by design.



Contribution by region



## Clean water

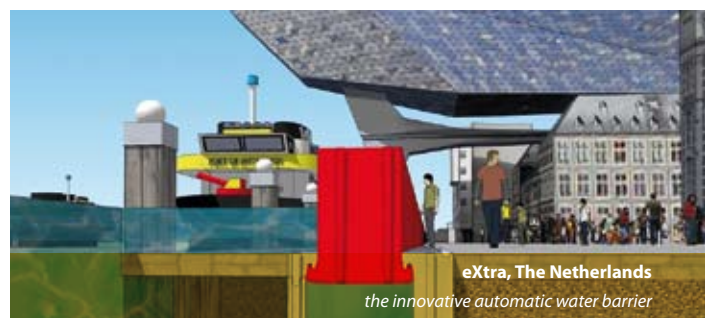
Our work in Water & Energy covers the whole range of sustainable water and energy management. In Water, we work on everything from 'source to tap' and 'sink to sea'. Our civil, mechanical, electrical and telemetry services help design improvements to treatment works and sewerage systems, again as part of the life-cycle management that is a centre of excellence at Grontmij. This kind of activity helps improve the quality of water and reduces sewer flooding. We are also brought in to manage complex projects and processes. Our people are seconded to the client and tasked with delivering projects on quality specification, on time and on budget.

## Generating innovation

In Energy, we innovate continually, creating solutions to pressing problems, especially in light of environmental requirements imposed as a result of climate change. Our teams regularly carry out projects such as renewing or building wind parks or re-thinking the renovation of ageing plant, also as part of life-cycle management.

## Knowledge pipeline

Our focus is primarily on Europe. It is here we have strong local teams throughout the region and long-standing expertise. However, we frequently export that expertise globally, working cross-border and internationally. As part of our commitment to Corporate Social Responsibility, these projects represent a real opportunity to share and transfer knowledge as we adopt new technologies and solutions that local engineers can use into the future.



- Water framework directive
- Water resources management
- Water treatment & supply
- waste water treatment
- Sewerage systems
- Flood & coastal protection
- Energy management
- Conventional power plants (fossil)
- Energy storage
- Renewable energy
- Energy transmission & distribution
- Nuclear power plants
- Biofuels
- Industrial site development
- Chemical industry
- Food and pharmaceutical industry
- Oil and gas industry
- Mining, steel and metal industry
- Biochemical industry



**The wall...**  
 between art and engineering  
 exists only in our minds.

*Assemblée Nationale, Paris, France*

*Making a difference*

**Roland Schell**

*Materials and building's  
 pathology department manager  
 France*

*Monitoring & Testing*

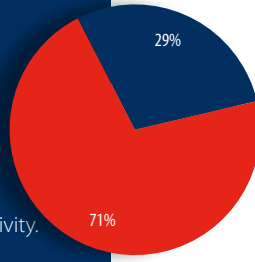
### **Prestigious**

Originally a royal palace, the Palais Bourbon ultimately became home to the French parliament, the Assemblée Nationale. This is a building steeped in history. No one wants it to be steeped in water. That is where our colleagues in France come in. At the National Assembly, an underground tunnel was letting in water. Our task was to solve the problem. The matter was pressing as there were plans to create a pedestrian walkway in the vicinity. We came up with solutions to keep the pedestrians dry. This is not only a prestigious project. It is also the type of lifecycle project that helps us gain even more knowledge of preserving historic monuments for future generations.

# Monitoring & Testing

## Extending life-cycles

This business reflects market developments. Life-cycle asset management and maintenance of buildings and infrastructure rather than new builds is increasingly attractive. More than approximately 1,000 (10%) of our total staff works in this growing activity.



Contribution by region



## Essential care

All buildings and constructions are exposed to the elements. Weather and environmental conditions take their toll. The ground on which they are built can shift or subside. Materials used in construction can age – all with potentially dangerous results. This is where Monitoring & Testing comes in. Our specialised colleagues monitor and test every aspect, from the soil to the bricks and mortar, determining essential care throughout the life-cycle.

## Market leader

Our work covers all scientific and technical knowledge used in construction, including geotechnical studies, structural and material diagnostics and pathologies, product audits and certifications and maintenance and monitoring for complex projects. In France, we are market leader in this field and our French teams work worldwide on assessing (infra)structure according to the internationally recognized CEBTP benchmark.

## Environmental factors

On new builds, the environmental factor has become increasingly important over time as failure to take the environment into account can disrupt construction. Our clients are typically construction companies and architects but we also provide services such as audit, diagnostic and advisory recommendations to civil engineers and industry. In France, these are all under CEBTP certification. Materials and equipment manufactured for the construction and civil engineering industries are also tested and certified to ensure that they meet current standards and that they are suitable for the uses for which they were approved. Every aspect of Monitoring & Testing comes together to ensure structural sustainability into the future.



**Digital innovation, France**

*a new system for measuring development of cracks*



**North-South metro line, Amsterdam, The Netherlands**

*analysing 2.8 billion data values every hour*



**Gustav Vasa Church, Stockholm, Sweden**

*protection urban heritage*

- Geotechnology and geophysics
- Works, materials and structural pathologies
- Inspections and tests, both on site and in the laboratory

*Making a difference*

**We all have  
ability.**

**The difference is  
how we use it.**

*Author: Stevie Wonder*

# Our strategy

## Strategy 2010 - 2015

Our strategy is grounded in the sustainability by design principle that customers perceive as an essential proposition. The 2010-2015 strategy focuses on increased profitability, organic revenue growth and further expansion by acquisition.

## What we are doing

Our main strategic aim is to systematically improve organic growth and margins. We do that by leveraging customer knowledge, referrals, skills and expertise in our local markets and translating these into cross-selling opportunities. Increasingly, we are putting together multi-disciplinary teams to manage complex – and also cross-border – projects. Our ability to successfully execute this type of major projects makes us more attractive to (multinational) clients and we expect to benefit from the vendor reduction trend. In addition, we will continue with selective tendering and also focus on selected customers in the most profitable and fastest growing markets: water, energy, transportation and sustainable planning and design.

## How we are organised

Grontmij's mission is to be the leading European sustainable design, engineering and management consultancy for the built and natural environment. Although our activities have always been sustainable by definition, changes in the Earth's climate and shifting trends towards population growth and urbanisation, means there are now new challenges and opportunities for us. Our broad scope of skills and expertise and our ability to offer our services on a local and international basis, positions us to benefit from these external influences. So managing and exchanging local knowledge is high priority for Grontmij. This enables us to deploy expertise in different markets. Specific growth areas include water, energy, transportation and sustainable planning and design. This is why, from 2010, we are organising our activities according to four distinct business lines that also can and do work, in line with multi-discipline and cross-border goals.

### ► Consultancy & Design

- Project definition
- Conceptual design
- Functional programme
- Feasibility study
- Investment plan

### ► Project Management

- Programme management
- Design management
- Project management
- Financial, organisational and legal management support

### ► Engineering

- Technical specs
- Engineering
- Detail engineering
- Work drawings
- Calculations

### ► Contracting

- Supervision
- Quantity survey
- Construction management
- (Turn-key) contract management

### ► Asset Management

- Maintenance scheme
- Monitoring & control
- Facility management
- Samples, surveys
- Data

# Corporate social responsibility

What Grontmij does every day in many countries around the world can have a fundamental effect on the environment. We advise our clients how to shape the places where we live and work and to help them to have a deeper understanding of how these actions affect our surroundings. And, at Grontmij, we believe that we have that understanding and with it comes an even greater responsibility in protecting the environment. We call that 'sustainability by design'. It forms the basis of our CSR.

## CSR Strategy

Our clients expect sustainable solutions from us so we have to have a deeper understanding of how our actions affect the environment. We call that 'sustainability by design'. And it also drives how we manage our footprint. Grontmij's ambition is to become carbon neutral during 2013.

We have a clear CSR strategy. The long-term goal is the achievement of our stated ambition to: play an active part in the sustainable development of the societies where we operate by acting responsibly with respect to:

- the environment at large, including mitigating and adapting the effects of climate change;
- our workplace and the employment of people;
- the market, our customers and our delivery of services;
- our business partners and suppliers of goods and services.

## Leading the industry

Although we are an organisation of almost 11,000 people, Grontmij has a relatively limited impact on the environment. Potentially, however, the work we do can and often does have major effects. This is why our sustainability by design concept is, we believe, so important. We want to lead the industry by playing a major part in addressing environmental concerns, developing sustainable and workable solutions to a wide variety of challenges and working effectively on climate change. So we are in the process of embedding sustainability thinking into the whole of our project life-cycles from bid through concept design and project planning and delivery.

## Measuring progress

Grontmij has earned both ISO-9001 and 14001 (the environmental equivalent of the ISO quality certification on how a product is produced). We report our environmental impact according to the internationally recognised Global Reporting Initiative. Every year, we increase the number of reporting indicators. Currently, we report on 30. This gradual improvement is part of our drive to achieve carbon neutrality during 2013 as we work to embed sustainability even more by design into our own organisation.

[www.grontmij.com/CSR](http://www.grontmij.com/CSR)

## How we measure our footprint

1.6 mWh



Average direct energy consumption per head

### EN3 Direct energy consumption

This indicator presents our direct use of energy sources such as natural gas as a source of office heating. The data reported are the average amounts of direct energy used per head in mWh in 2010 for our fulltime equivalent staff.

2.8 mWh



Average indirect energy consumption per head

### EN4 Indirect energy Consumption

This indicator presents our indirect use of energy sources such as the use of electricity or district heating. The data reported are the average amounts of indirect energy used per head in mWh in 2010 for our fulltime equivalent staff.

4 m<sup>3</sup>



Average water use per head

### EN8 Water use

This indicator shows our use of water both for consumption and sanitation. All sources are from public supplies. The data reported are the average amounts of water used per head in m<sup>3</sup> in 2010 for our fulltime equivalent.

3.5 t



Average CO<sub>2</sub> emissions per head

### EN16 Total greenhouse emissions

Our reported data are comprised of emissions of CO<sub>2</sub> related to the three scopes of the GHG reporting protocols: direct energy; indirect energy and other sources such as transportation. The data reported are the average emissions of CO<sub>2</sub> in tonnes per head in 2010 for our fulltime equivalent staff.

9,000 km



Average distance travelled by car per head

### EN29 Environmental impacts of transportation

The environmental impact of transportation in Grontmij relates primarily to the use of vehicles for moving people and some equipment between our offices and other operational sites. For our 2010 report we have reported the average kilometres driven per head for our fulltime equivalent staff.

# Where we are

## Our global presence

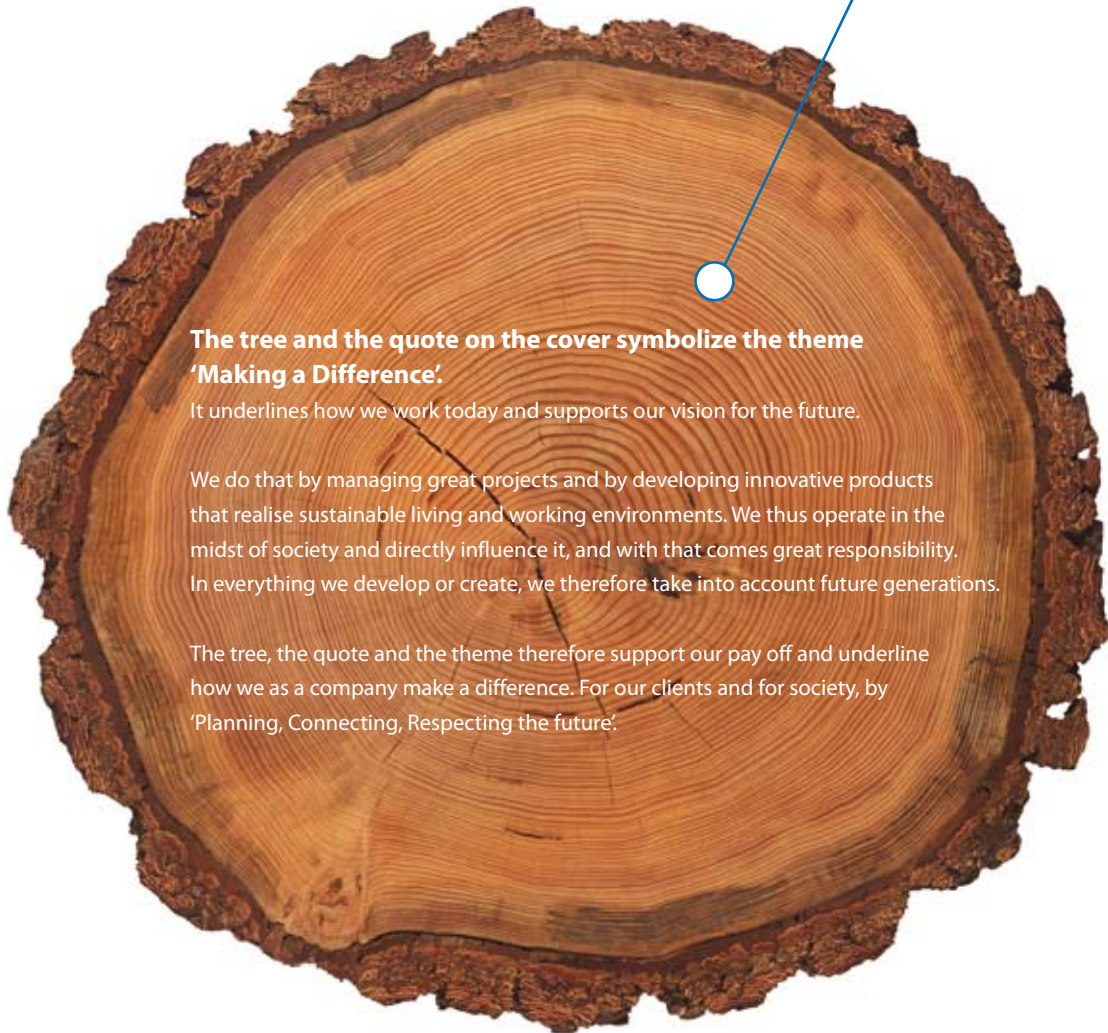
We work all over the world. We are one of Europe's top consultancies with 300 offices across the region. There are 50 offices in the rest of the world.

Afghanistan	Ethiopia	Kenya	Norway	<b>Sweden</b>
Algeria	<b>France</b>	Lebanon	Pakistan	Tanzania
<b>Belgium</b>	French Guiana	Lithuania	<b>Poland</b>	<b>Turkey</b>
Bulgaria	<b>Germany</b>	Madagascar	Polynesia	Uganda
Cameroon	Guiana	Malaysia	Qatar	United Arab Emirates
Central African Republic	Hong Kong	Mali	Reunion Island	<b>United Kingdom</b>
China	<b>Hungary</b>	Martinique	Romania	USA
Congo	India	Mayotte	Russia	Vietnam
Czech Republic	Ireland	Moldova	Saudi Arabia	
<b>Denmark</b>	Japan	<b>The Netherlands</b>	Senegal	
Dominican Republic	Jordan	New Caledonia	Singapore	

- 
- Main countries
  - Other countries

For a list of our global offices and contact details, please visit [www.grontmij.com](http://www.grontmij.com) > addresses.

planning connecting  
respecting  
the future



**The tree and the quote on the cover symbolize the theme  
'Making a Difference'.**

It underlines how we work today and supports our vision for the future.

We do that by managing great projects and by developing innovative products that realise sustainable living and working environments. We thus operate in the midst of society and directly influence it, and with that comes great responsibility. In everything we develop or create, we therefore take into account future generations.

The tree, the quote and the theme therefore support our pay off and underline how we as a company make a difference. For our clients and for society, by 'Planning, Connecting, Respecting the future'.

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