

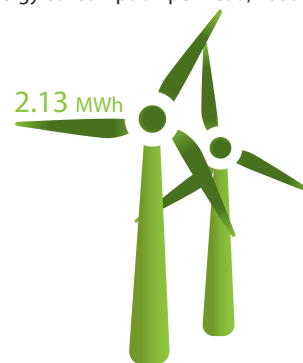
GRI Standard Disclosures – Performance Indicators

Environment

EN3 & EN4 - Energy consumption

We have included in this indicator all of our direct and indirect use of energy. For our 2008 report we were not able to disaggregate our direct and indirect energy use in all our offices and so we have reported one set of data. Our direct energy consumption relates to the use of natural gas as a source of office heating, our indirect energy consumption relates to the use of electricity to power all other office operations. The data reported are the average amounts of energy used per head in MWh in 2008 for our full time equivalent staff across all of our UK and Ireland operations. In future years we will report separately our direct and indirect energy use.

Average energy consumption per head, 2008



EN8 - Water use

Our water use relates directly to the use of water in our offices for consumption and sanitation. All sources are from public supplies. The data reported are the average amounts of water used per head in m³ in 2008 for our full time equivalent staff across all of our UK and Ireland operations.

Average water use per head, 2008



EN16 - Total greenhouse emissions

Our reported CO₂ data are comprised of direct emissions, which are our emissions from the use of vehicles for business use and direct energy consumption, and indirect emissions which are emissions related to our use of electricity purchased from energy suppliers. In our 2008 report we have not reported emissions from rail or air travel; this data will be included in subsequent reports from 2009. The data reported are the average emissions of CO₂ in tonnes per head in 2008 for our full time equivalent staff across all of our UK and Ireland operations.

Average CO₂ emissions per head, 2008



EN29 - Environmental impact 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 2008 report we have reported the average kilometres driven per head for our full time equivalent staff across all of our UK and Ireland operations. In subsequent years we will extend our report to include rail and air travel.

Average distance travelled by car per head, 2008



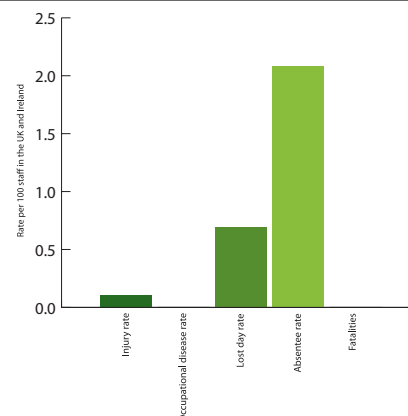
Labour Practices

LA7 - Rates of injury, occupational disease, lost days and absenteeism and work related fatalities by region

We have included in this indicator all of our own staff and those contract staff for whom we have operational responsibility in the UK and Ireland. Our reported data for rates of injury and lost time are relative to 200,000 hours of operation which is equivalent to 100 staff. The reported injury rates exclude minor injuries.

We suffered no fatalities in our operations in 2008 and there were no confirmed cases of occupational disease.

Our absentee rate across UK and Ireland was 2.08% of staff time, through benchmarking exercises we have determined that this is in line with our industry sector.



Economic

EC1 - Direct economic value

Our report on this indicator is contained in our annual report to be published in May 2009 at www.grontmij.com

EC2 - Risks and opportunities due to climate change

At the level of our Executive board and in all regional boards we take our responsibility towards sustainability very seriously. Led by these boards we have clear policies and activities aimed at ensuring our operations are as sustainable as we can make them. We have also reshaped our consultancy activities to deliver a more sustainable solution to our clients.

We have risen to the business challenge by increasing our offering of services directly related to addressing the needs of clients in adaptation to, and mitigation of, climate change.

We offer a number of skills and services in adaptation to climate change and in particular these are associated with flood defence and river and coastal engineering, sustainable water supply and development planning. We also have a wide range of skills and services that will allow some mitigation of the increasing effects of our changing climate. First among these is our approach to sustainable energy. As we move to an economy based less on fossil fuel based energy we have to look more to renewable supplies and increased energy efficiency and management.

In our analysis we believe there are no direct risks to our essential operations as a result of climate change. Our principal offices are secure from adverse flooding, sea level rise and changing weather patterns. There are no anticipated regulatory issues or regulatory changes that relate to our operations that result from climate change. The majority of our operations are conducted in temperate climates where there are no recognisable risks to our staff due to climate change. Consequently, there are no financial implications to Grontmij as a result of climate change.

Compliance indicators

EN28 - Compliance with environmental laws and regulations

In 2008 we had no incidents of non-compliance with laws or regulations in relation to the environment, discrimination, corruption or product responsibility and we were not subject to any fine or sanction relating to these issues.

HR4 - Incidents of discrimination

SO4 - Incidents of corruption

SO8 - Compliance with laws and regulations

PR9 - Compliance with laws and regulations concerning the use of services

PR2 - Compliance with regulations concerning health and safety