

Global Compact

Global Compact principles

Included in

Human rights

1. Schiphol supports and respects human rights	Codes of conduct Procurement practices Integrity Committee See also: Employment practices
2. Schiphol is certain that it does not partake in any activity that violates human rights	Codes of conduct Procurement practices Integrity Committee See also: Employment practices

Working conditions

3. Schiphol promotes the freedom of association of employees and their right to collective bargaining	Employees are free to unite in associations. Schiphol makes an annual payment to the trade unions as a contribution and to help cover training costs. Furthermore, employees who are active on behalf of a trade union and/or the Works Council receive a certain amount of free time to conduct these activities. See also: Employment practices
4. Schiphol eliminates all forms of forced labour	Type of work, working conditions and working times are set out in the CLA Procurement practices See also: Employment practices
5. Schiphol eliminates child labour	Schiphol does not conclude employment agreements with people under the age of 18 Procurement practices See also: Employment practices
6. Schiphol eliminates discrimination in respect of employment and occupation	Equal remuneration for men and women Code of Conduct on Undesirable Behaviour Integrity Committee Procurement practices See also: Employment practices

Environment

7. Schiphol focuses on environmental challenges as a precautionary measure	CO ₂ emissions Accessibility Raw materials and residual flows Community, noise and air quality ACI ACA benchmark SIM Innovative Mainport Alliance Knowledge and Development Center (KDC) Procurement practices See also: Sustainable & Safe Performance
8. Schiphol takes initiatives to enhance responsibility for the environment	CO ₂ emissions Accessibility Raw materials and residual flows Noise Air quality Community engagement ACI ACA benchmark SIM Innovative Mainport Alliance Knowledge and Development Center (KDC) Schiphol Quality of Life Foundation (Stichting Leefomgeving Schiphol) Local Community Contact Centre (Bas) Procurement practices See also: Sustainable & Safe Performance
9. Schiphol promotes the development and introduction of environmentally friendly technologies	CO ₂ emissions Accessibility Raw materials and residual flows Noise Air quality ACI ACA benchmark SIM Innovative Mainport Alliance Knowledge and Development Centre (KDC) Supply chain practices See also: Sustainable & Safe Performance

Anticorruption

10. Schiphol combats all forms of corruption, including bribery and extortion	Code of conduct Internal reporting regulations Procurement practices Integrity Committee See also: Integrity
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Assurance report of the independent auditor

To: the Readers of the Annual Report of Royal Schiphol Group N.V.

Our conclusion

We have reviewed the socio-economic reporting in the Annual Report 2018 of Royal Schiphol Group N.V. (hereafter 'Schiphol Group') based in Schiphol, the Netherlands. A review is aimed at obtaining a limited level of assurance.

Based on our procedures performed, nothing has come to our attention that causes us to believe that the socio-economic reporting is not prepared, in all material respects, in accordance with the reporting criteria as included in the section 'Reporting criteria' below.

The socio-economic reporting consists of the section 'Material aspects for stakeholders' in the chapter 'Our strategy', the sections 'Network, capacity and security', 'Portfolio of services', 'People, environment and community', 'Our regional airports' and the paragraphs 'Contracting practices', 'Integrity' and 'Employment practices' in the section 'Financial and business performance' in the chapter 'Our results' and the section 'Socio-economic accountability' of the Annual Report 2018 (hereafter: 'the report').

The socio-economic reporting comprises a representation of the policies of Schiphol Group with regard to socio-economic performance and related business operations, events and achievements during the year.

Basis for our conclusion

We have performed our review on the socio-economic reporting in accordance with Dutch law, including Dutch Standard 3810N Assurance engagements relating to sustainability reports ('Assurance-opdrachten inzake maatschappelijke verslagen'), which is a specified Dutch standard based on the International Standard on Assurance Engagements (ISAE) 3000 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

Our responsibilities under this standard are further described in the 'Our responsibilities for the review of the socio-economic reporting' section of our report.

We are independent of Schiphol Group in accordance with the Code of Ethics for Professional Accountants ('Verordening inzake de onafhankelijkheid van accountants bij assurance-