



Privacy External Statement

HDR strives to consistently provide professional services that satisfy our clients and comply with our global obligations. Global privacy requirements are complex and change rapidly. Regardless of the complexity, we recognize that protecting personal data is a shared responsibility important to organizational success.

HDR has implemented an enterprise-wide Personal Data Protection Policy defining how we aim to protect personal data through privacy principles, technical and organizational safeguards, and oversight. We also publish Individual Privacy Notices to ensure transparency for global employees.

To further this protection, HDR's global Information Systems Security Policy governs employee and contractor acceptable use of Information Systems. We have implemented security controls and processes that are consistent with key government and industry data protection regulations and standards. These include audits, controls and processes relating to global requirements and standards, such as GDPR, ISA/IEC, and NIST. Audit findings are used to address identified gaps and implement improvements to our policies and best practices.

HDR has appointed a Data Protection Officer, and we train employees upon hire and annually to promote awareness and consistency. We encourage our employees to focus on continual improvement opportunities through their daily activities and workflows to achieve our objectives, of client satisfaction and sustain long-term company performance.

A handwritten signature in black ink, appearing to read 'John W. Henderson'.

John W. Henderson
Chief Executive Officer

August 21, 2024