

Code of Conduct

*How we behave and do
business responsibly*

*For optimal interactive reading, please download
the Code of Conduct and open it in a PDF reader.*

Contents

Message from the Executive Board

Dear colleague, dear business partner,

Royal HaskoningDHV is an independent and employee-owned company integrating engineering, design, consultancy, software and technology to deliver added value for clients. Through our purpose Enhancing Society Together, we take responsibility for having a positive impact on the world. This all starts with our behaviour and how we do business.

We are seeing that our values are more and more put to the test in this fast and ever-changing world where we need to deal with disrespectful behaviour in the workplace and unethical business behaviour, and where we are operating in countries with poor human rights or corruption records. The digital world too presents us with growing concerns for privacy, data security and misinformation.

This Code of Conduct will help us to better navigate these challenges. It explains how we conduct our global business, what we stand for, and what we expect from our business partners as well.

It sets a high standard with 12 ethical principles on how we must behave to do our business responsibly, and our values describing how we aspire to behave. Clear-cut answers are not always at hand, but we discuss dilemmas to arrive at an appropriate solution.

Please read and live it. In case of any possible non-compliance, speaking up is always the right thing to do.

Thank you!

Marije Hulshof, Erik Oostwegel, Jasper de Wit,
Executive Board

September 2023



Our Purpose

Enhancing Society Together

We care deeply about our people, our clients, and society at large.

We take responsibility for having a positive impact on the world and we constantly challenge ourselves and others to develop sustainable solutions to local and global issues. We feel the urgency and are committed to accelerating the measurable benefits we deliver.

We act with integrity and transparency and hold ourselves to the highest standards of environmental and social governance. We are diverse and inclusive. We will not compromise the safety or well-being of our team or communities – no matter the circumstances.

We actively collaborate with business partners and stakeholders in projects and initiatives, together. Our actions, big and small, will drive the positive change the world needs and will enhance society now and for the future.





Our Values

How we aspire to behave

Our values are the simplest statement of how we aspire to behave. They guide everything we do.



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Our Ethical Principles

How we must behave to do business responsibly and with integrity

Integrity is of utmost importance to us and we comply with the following ethical principles and expect our business partners to do the same.

Our 12 Ethical Principles



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3. We speak up and do not retaliate.

We encourage employees, business partners and anyone affected by our activities to speak up if a situation is encountered or observed that might not be considered as ethical. Speaking up to share concerns, dilemmas or complaints is always the right thing to do. Reports will be investigated according to the procedure described in our Compliance Integrity Management System.

Employees can report a concern to their line management, the Local Compliance Officer, Group Compliance Officer or anonymously via the multi-lingual third-party SpeakUp (whistle-blower) communication tool. Employees can find more information on Insight (our intranet). Others can report a concern via their contact at Royal HaskoningDHV, by email to speakup@rhdhv.com, or anonymously through the SpeakUp line. Details appear on our [website](#).

Our policy regarding retaliation: Nobody should be afraid to raise a concern. Individuals who file a report in good faith will never encounter adverse impact such as dismissal, negative performance evaluation or other unethical responses. Whether accusations are true or false, Royal HaskoningDHV ensures no individual will suffer retaliation.

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Overview Of Our Ethical Principles

We conduct our business with integrity

- 1** We behave appropriately and treat each other with respect.
- 2** We promote equality, diversity, and inclusion.
- 3** We speak up and do not retaliate.
- 4** We do not accept any form of corruption such as bribery, fraud or money laundering.
- 5** We never influence a result by offering or accepting gifts, hospitality or other benefits.
- 6** We compete fairly and within the law.

We protect the interests of our stakeholders

- 7** We respect human rights and local labour and employment legislation.
- 8** We are committed to quality, health, safety and the environment.
- 9** We avoid conflicts of interest.
- 10** We follow privacy legislation.
- 11** We are committed to the highest standard of information security relevant for our industry.
- 12** We respect and protect intellectual property and confidential information.

How our 12 Ethical Principles are assured

To ensure compliance with this Code of Conduct, Royal HaskoningDHV has embedded a Compliance Integrity Management System and accompanying Compliance Programme. The Executive Board is accountable for the integrity of our company. The Group Compliance Officer is responsible for the Compliance Integrity Management System which is certified against ISO 37001 (anti-bribery management system) and ISO 37301 (compliance management system).

Furthermore, we are guided by:

