

SpeakUp Line

Clients, employees, suppliers, stakeholders and competitors can rely that we act with deep commitment to social responsibility, integrity and accountability.

Integrity and social responsibility are the foundation for everything we do. It means that we stick to our Global Code of Business Principles and that we insist on our core values: Brightness, Integrity, Team Spirit and Excellence throughout the global Royal HaskoningDHV Company.

Our reputation as an honest, fair and respectful company is crucial to our success. Our business development can only be assured by individuals like you, who place personal integrity high on their list of priorities.

Please, speak up if you know of or suspect any unethical behavior from our side. We will listen and act to correct the situations you bring to light.

Part of the role of our overall management is to maintain an open door. We believe this is the best option for discussing concerns of an ethical nature. If, however, you feel that it might be inappropriate to report to the manager you are normally working with, you can also report ethical misconduct or simply get more information by contacting the Local Compliance Officer in your country or the Group Compliance Officer by e-mail on **SpeakUp@rhdhv.com**.

Please report risks to our operations, our brands, our reputation, or our associates, such as:

- Harassment, discrimination and workplace violence
- accounting, auditing irregularities and inaccuracy of financial records
- Conflicts of interest
- Theft, fraud and property damage
- Criminal conduct and violation of applicable laws and regulations
- Bribery, corruption or illegal payments

If you are a staff member of Royal HaskoningDHV, we ask you to speak to your manager, to your Local Compliance Officer or the Group Compliance Officer (see below). If this is not feasible for you, please use our externally facilitated SpeakUp line (whistle-blowing). Employees can find details on Insight (integrity & compliance page). You can contact the SpeakUp line with a toll free local number in your own language or through a webpage form.

Besides feedback on ethical matters and feedback that requires confidential treatment, we also welcome any questions or suggestions about our regular operating procedures (including safety, environment and product quality). Please raise them directly with our management or let us know by email (info@rhdhv.com).

Contact details GCO (and LCO-team):

SpeakUp@rhdhv.com

Royal HaskoningDHV
Group Compliance Officer
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The Netherlands