

Code of Conduct

Detailed regulation



Within Deltares we are committed to Corporate Social Responsibility, both in our value system and in a principled approach in doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of environment, anti-corruption, labour and human rights. This Deltares Code of Conduct is aligned with the basic business principles outlined by the UN Global Compact¹. We have translated these principles as follows in our Company values.

Behavioural standards

Deltares conducts her business with great honesty and integrity, and takes into consideration the interests of all parties with which we have a relationship.

Obeying the law

Deltares and her employees will comply with the Dutch laws and regulations, and will respect the laws, regulations, customs, values and cultures of the countries in which they operate.

Human rights

- Deltares supports and respects the protection of internationally proclaimed human rights and makes sure that she is not complicit in human rights abuses. Deltares supports the elimination of all forms of forced labour and of child labour. Any form of such labour is prohibited within the Deltares organisation and the projects carried out.
- Deltares recruits, appoints and promotes her employees exclusively on the basis of the requirements and skills necessary to be able to perform the required work. Deltares provides her employees safe and healthy working conditions. Good and interactive communication with her employees is of major importance.

The elected Works Council represents the Deltares employees in discussions with the Board of Deltares.

Anti-corruption policy

- Deltares neither gives nor accepts bribes to gain or grant commercial or financial advantage. The employees of Deltares do not accept any gifts of significant value, nor do they offer such gifts to others.
- Deltares expects her employees to avoid any situations, activities and/or financial interests that could conflict with the interests of the organisation.
- Deltares has defined her policy to prevent corruption in more detail in an anti-corruption code, duly signed by her employees.

Environment

“**Enabling Delta life**” is Deltares’ mission. Sustainable development and preserving the environment is in our DNA. Thus, Deltares conducts her business in a most ecologically friendly way possible and in a manner that promotes preserving the environment. In doing so, Deltares strives for a justified balance between social, ecological and business economic factors. As part of our business Deltares encourages the development and spreading of environmentally friendly technologies. And Deltares supports a precautionary approach to environmental challenges.

¹ <https://www.unglobalcompact.org/what-is-gc/mission/principles>

Confidentiality

All Deltares employees shall treat all information which they have obtained during their employment as confidential. This concerns all the information which the employee considers or should know by reason (expected to be known) as information that if obtained by a third person or party could harm the interests of Deltares or those of a client.

Reliability of financial reporting

The accounting and the related administration have to state all the business transactions accurately. All accounts, sums of money or assets are included in the accounting (nothing is left out).

Application

This Code of Conduct applies to all Deltares' employees and to all of Deltares' activities throughout the world. If Deltares cooperates with third parties, then this code of conduct will be actively promoted to be applied.

This will also be of great consideration in deciding whether we will enter into or continue with such a cooperation.

Confidant (point of contact)

The Board of Deltares appoints a confidant. The confidant is the point of contact for employees to report any (suspicions of) violations of this code of conduct. The Board grants that no employee will suffer any disadvantage as a result of reporting such case.

Compliance

The Board of Deltares considers complying with this Code of Conduct essential for the success of Deltares and regards herself responsible for having all her employees understanding the stated rules of conduct and their importance and having the employees respect them. The compliance with this Code of Conduct is explicitly agreed between Deltares and all her employees as part of the employment conditions and regulations in the individual employment agreement. If the employer encounters a disadvantage as result of an employee complying with the Code of Conduct, then the Board will not hold the employee accountable.