

# Company Code











Company Code

## COMPANY CODE

This company code describes the principles and business approach at Witteveen+Bos. The company code outlines the responsibilities that we share together and individually towards all our stakeholders: society, clients and business relations, our company as a whole and our colleagues. All Witteveen+Bos employees worldwide act in accordance with this company code.

Witteveen+Bos is a member of the United Nations Global Compact. This company code is also based on the ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption of the United Nations Global Compact and on the guidelines of the Organisation for Economic Co-operation and Development (OECD) for Multinational Companies.

The Board of Directors is charged with the management of Witteveen+Bos and applies the principles of good corporate governance. The Board of Directors reports to a Supervisory Board and to the General Meeting of Shareholders.















## OUR MISSION AND VISION

We have a clear mission statement: 'Witteveen+Bos offers its clients value-added consultancy and top-quality designs for water, infrastructure, environment and construction projects. We use our expertise to resolve complex issues and are a committed partner for our clients. We attach great importance to our independence and to our corporate culture, which allows all our employees to excel, utilise their talents to the full, and maximise value for clients.'

Our vision is: 'Witteveen+Bos is an engineering consultancy that seeks to offer the very highest level of quality.' To us, being top-class means: to have high-quality knowledge and to continue innovating, collaborating with other top-class people, and working in a culture based on entrepreneurship and trust.

## OUR CORE VALUES

Our actions are based on our core values of expertise, reliability and involvement. We use our expertise to resolve complex issues and are a reliable and committed partner for our clients and business relations.

We are united and supportive of each other, as well as sincere and clear. Our collaboration is based on equality and complementarity. We are an inclusive organisation in which everyone's contribution, opinion and convictions are valued and respected. Our offices are a pleasant and safe environment, for both our employees and our guests.



## RESPONSIBILITIES TOWARDS SOCIETY

As engineering consultants, we want to contribute to societal, ecological and economic progress and thus promote sustainable development worldwide. We are guided in this by the United Nations' Sustainable Development Goals (SDGs). Based on our expertise we contribute, solicited and unsolicited, to societal discussions and decision-making processes about subjects in our areas of expertise.

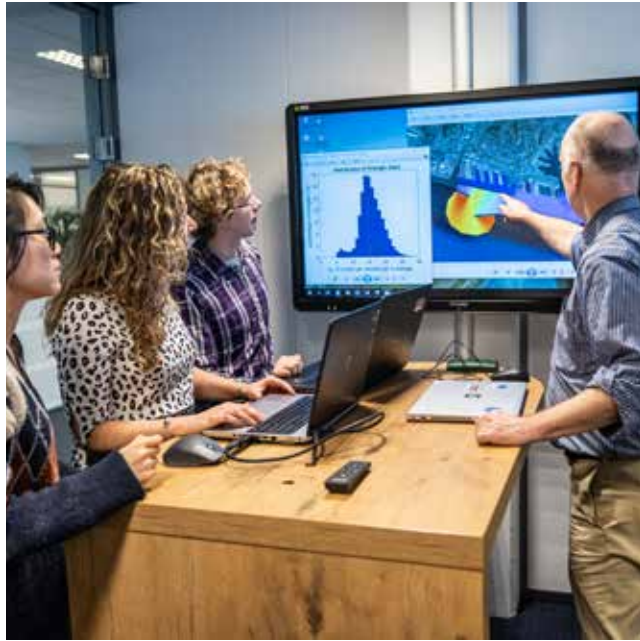
In our projects, we deliver sustainable solutions, bearing in mind the effects on people, the environment and society. We have the up-to-date knowledge and skills which are required to deliver these solutions. We apply sustainable design principles, based on the United Nations' SDGs. We strive to ensure that our projects have a positive impact on the natural systems. In projects, we focus on efficient use of sources and materials and we take the entire lifecycle into account. We seek optimisation of jobs, consider people's welfare and promote the participation of all stakeholders in a project. In doing so, we consider changing circumstances or future needs.

In the design and development, we ensure the safe execution of projects. We do not work on projects or follow instructions from external parties which endanger people's health or safety.

In our business operations, we promote the building and development of local human resources. We work to support societal protection and do not tolerate forced or compulsory labour involving children or adults. We protect, respect and restore the internationally agreed human rights of those affected by our activities. If there is a potential conflict of interests in a project between client and society, we analyse potential effects and talk to our client.



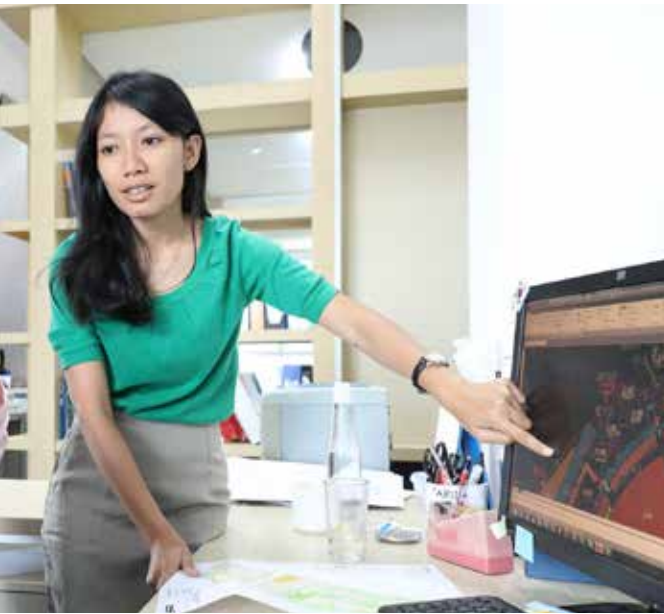




## RESPONSIBILITIES TOWARDS OUR CLIENTS AND BUSINESS RELATIONS

We stand for independent, professional services and work in accordance with our quality system and in compliance with the conditions accepted in the sector. We contribute to fair competition based on competency and quality. In the event of a potential conflict of interests when advising different clients, we act transparently towards those clients and with respect for their interests.

Our business relations are partners in projects, suppliers and public institutions. Collaborations in projects are aimed at delivering added value to our clients and where necessary we inform our clients about aspects which are outside our competency. We strive to allocate work based on everyone's competency and with a balanced division of the risks. We conduct background checks on our collaboration partners and ask them to adhere to our company code.





## BEHAVIOUR AND INTEGRITY

We communicate and behave respectfully and prevent our behaviour in public, among others on the internet, social media, in meetings and public spaces, negatively affecting the reputation of Witteveen+Bos. Our employees are encouraged to take responsibility and to address each other about their behaviour. Undesirable behaviour can be discussed with the line manager or with an external confidential adviser.

We do not accept projects which are not in line with national or international laws and regulations. We do not tolerate any form of bribery or corruption and are transparent about any conflicting interests. We attach great importance to a transparent culture in which we help each other to recognise compliance risks and make the right choices. Dilemmas are preferably discussed in the line, if necessary up to the board of directors.

Witteveen+Bos employees can always contact the Ethics and Compliance Officer for advice about challenges or issues relating to compliance ([compliance@witteveenbos.com](mailto:compliance@witteveenbos.com)). To report (suspicions of) misconduct in which Witteveen+Bos is involved, our employees can contact the integrity committee ([integritycommittee@witteveenbos.com](mailto:integritycommittee@witteveenbos.com)). We have a worldwide compliance programme that helps us identify compliance risks and prevent abuse.







Image: Houben Van Mierlo Architects



Image: Lamis



