

From: [REDACTED]
To: [East Anglia Two](#); [East Anglia ONE North](#)
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Attachments: [Acting with Integrity-part1 copy.pdf](#)

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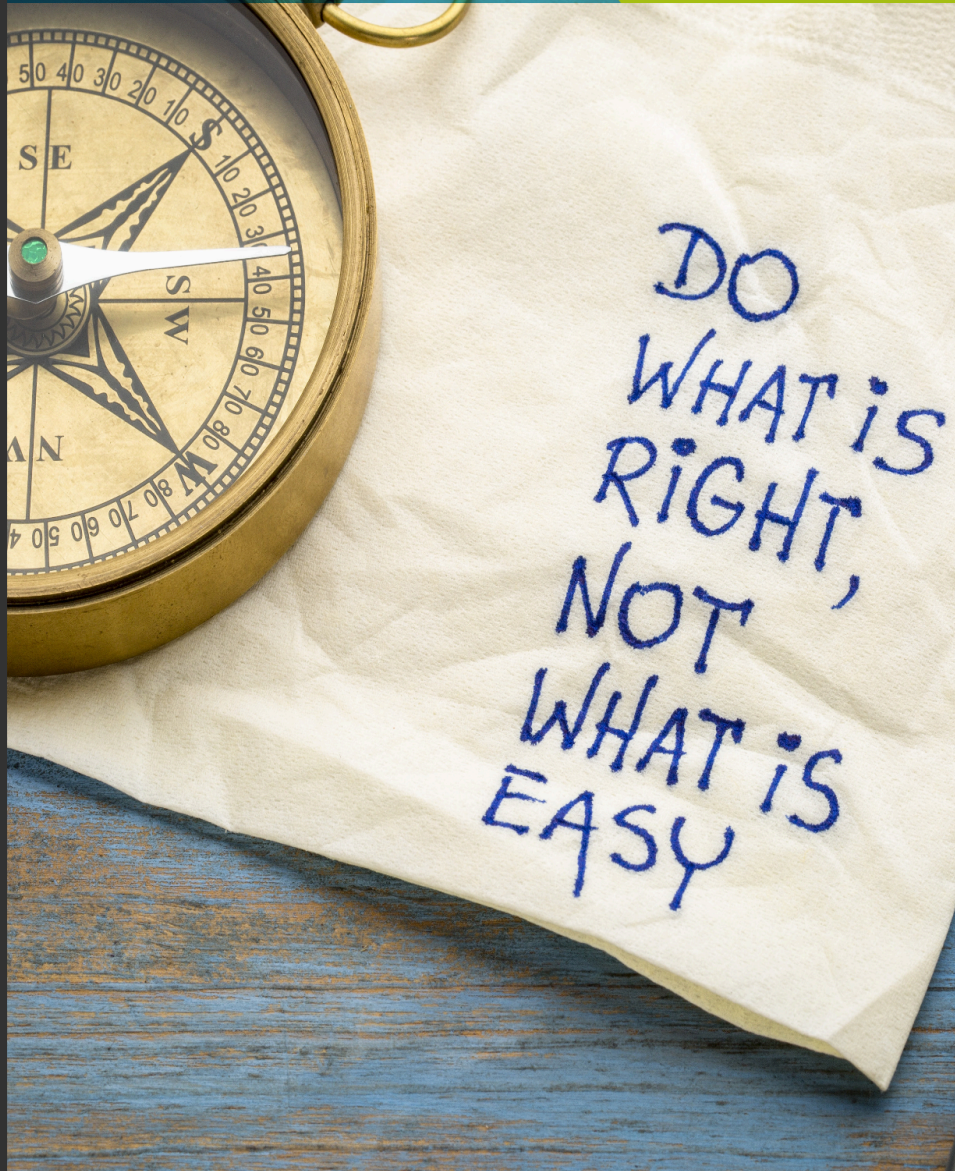
Please find attached a copy of the page you requested, you described it as a Statementr of Values form Royal Haskoning.

It is from a section entitled "Acting with Integrity" in their document "Connecting intelligence to grow and create a sustainable future" - "Respoonsible and Sustainable Update 2018".

I reads "Do what is right, not what is easy"

Marie Szpak

ACTING WITH INTEGRITY



ACTING WITH INTEGRITY

Royal HaskoningDHV has a zero tolerance towards bribery and corruption. We aim to meet and surpass standards for international best practices in anti-corruption compliance and business ethics.



Our integrity policy is embedded throughout the company and we have held the ETHIC Intelligence Anti-Corruption Certificate since 2010, the only company in the engineering consultancy industry with this certification. In 2018, ETHIC Intelligence monitored

our Integrity Management System which is robust and ensures compliant behaviour in our daily business. There were no major integrity incidents during 2018 but reports of 98 issues and concerns were made. This number is higher than in 2017 (80). We experienced increased transparency, awareness and openness across our business in all regions. Characteristics of the reports included: unwelcome workplace behaviour; financial inaccuracies; a substantial number of concerns about working in controversial countries and involvement in publicly disputed projects (for example placement of windmills, working on military projects). All issues were investigated, discussed when appropriate and concerns addressed to resolve and / or mitigate risks. Several requests for advice were received about potential controversies, perceived conflicts of interest and third party due diligence.

Five employees were sanctioned for violating our Business Principles. There were no allegations against the company or its management for bribery and corruption, nor investigations on this by any authority in 2018. We maintained a strong focus on learning and awareness during 2018. Most employees participated in Integrity and Compliance e-learnings and the interactive Integrity Moment in our meetings. All newly hired staff took part in Royal Start Integrity and Compliance training. In addition, we delivered specific business ethics risk training for our project management.

Our activities reflect the trend for integrity to be closely integrated with sustainable business, increased enforcement and accountability for a clean supply chain. In our tenders and offers, we actively show our commitment to the principles of the UN Global Compact which are integrated in our Global Code of Business Principles. Suppliers and sub-contractors in Vietnam and the Netherlands are invited to e-learning on integrity and compliance in our projects.

In 2019, we will further enforce our responsibility for a clean supply chain. For this, the e-learning Business Principles for Partners and Suppliers will be rolled out to all sub-contractors in all countries worldwide. Furthermore, we are investing in Third Party Due Diligence which will be integrated in our project management process and supplier selection process.

4.1 UN GLOBAL COMPACT AND OUR GLOBAL CODE OF BUSINESS PRINCIPLES

UN Global Compact

Royal HaskoningDHV has been a partner of the UN Global Compact (UNGC) since 2008. We support the 10 UNGC principles on human rights, labour, environment and anti-corruption and report our activities annually with our [Communication on Progress \(COP\)](#).

Our Global Code of Business Principles

As an international organisation, we operate in a variety of cultural, social and business environments. Within all these, we conduct our business according to a universal set of principles, as we believe that society can only be served when all stakeholders act ethically and adhere to the 10 principles of the UN Global Compact. These principles are embedded in our daily business through our Code of Business Principles. This is the way we can create inclusive sustainable development and contribute to SDG 8 (Good Jobs and Economic Growth).

The Code is not intended to describe every law and internal policy that may apply to everyone, it defines basic, globally applicable standards of conduct and what is expected from employees. We therefore expect our employees to understand the standards of the Global Code of Business Principles as well as the respective local laws and corporate guidelines, to always abide by them and to attend all mandatory and necessary training sessions. Managers are responsible for supporting their employees in this endeavour.

We also hold our business partners and suppliers to standards for labour practices, human rights, environmental responsibility and business integrity.

International Guidelines and Conventions

Besides the UN Global Compact, our Global Code of Business Principles follows guidance on anti-bribery and anti-corruption set out in the OECD Guidelines for multinational enterprises, the World Economic Forum Partnering Against Corruption Initiative, the Federation of International Consulting Engineers Code of Ethics and Business Integrity policies, the International Chamber of Commerce rules on Combating Corruption, Anti-Trust and Fair Competition and the Transparency International recommendations.

Laws and Regulations

In the execution of our projects we comply with the local applicable anti-corruption legislation, EU legislation and rules for firms on competition, human rights and anti-corruption laws and regulations. The extraterritorial governance of the UK Bribery Act and the US Foreign Corrupt Practices Act apply in all our entities worldwide since they affect our UK and / or US based entities, UK and US initiated projects and / or UK and / or US originated staff.

The UK Modern Slavery Act sets the direction of our worldwide approach against child labour, any other form of forced labour and human trafficking.