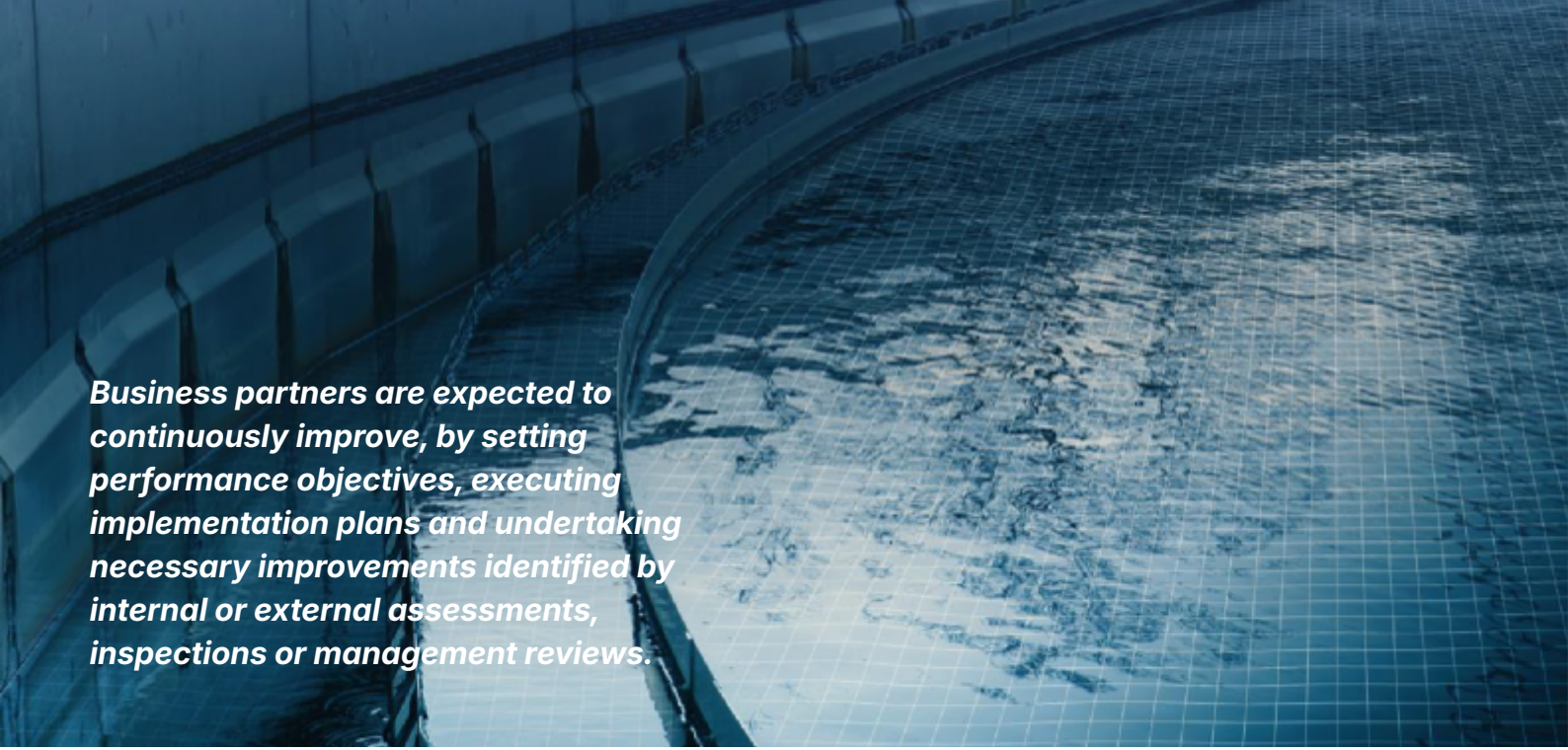


CODE OF CONDUCT FOR DHI BUSINESS PARTNERS



Business partners are expected to continuously improve, by setting performance objectives, executing implementation plans and undertaking necessary improvements identified by internal or external assessments, inspections or management reviews.

INTRODUCTION

DHI is committed to conducting its business activities in full compliance with applicable laws, rules and regulations. We strive to continuously improve our ethical, social and environmental performance.

As a signatory to the United Nations Global Compact, DHI is committed to acting sustainably throughout the organisation, meaning operating in ways that, as a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

We strive to promote responsible business practices throughout our supply chain, and accordingly we require our business partners to adhere to a set of minimum standards, mirroring our commitment to the United Nations Global Compact. The specific requirements are laid out in this Code of Conduct.

Where applicable, business partners shall additionally comply with the International Federation of Consulting Engineers (FIDIC) Code of Ethics.

We require our business partners to comply with national laws and regulations as well as to implement the principles described in this Code of Conduct for Business Partners in their own businesses or have at least equivalent standards adopted and to conduct their business in accordance therewith.

For the purpose of this Code of Conduct, “business partners” shall mean all individuals and organisations having a contractual obligation with the DHI Group, including consultants, sub-consultants, joint venture partners, agents and suppliers.

HUMAN RIGHTS

DHI requires its business partners to support and respect the protection of internationally proclaimed human rights both in their workplace and more broadly in their business activities. All employees are to be treated fairly, with dignity and respect.

Non-discrimination

Business partners shall not practice any form of discrimination towards employees and are expected to provide a workplace free of discrimination. Accordingly, discrimination on the grounds of race, colour, religion, gender, sexual orientation, age, disability, political opinion, nationality, ethnicity, union membership, workers representation, pregnancy or marital status is not accepted.

Freedom from discrimination applies to all work-related activities such as recruitment, remuneration, promotion, termination and working conditions.





Business partners shall encourage employees to report concerns in the workplace without threat of reprisal. Business partners shall investigate such concerns and take corrective actions, if applicable.

LABOUR

Freedom of association and collective bargaining

Business partners shall recognise and respect employees' right, according to local laws, to associate freely, to join or refrain from joining any labour union and to bargain collectively. In situations where the right to freedom of association and collective bargaining is restricted under law, business partners shall allow employees alternative means of freely electing independent representation.

Forced labour

Business partners shall prohibit any use of forced, bonded, indentured labour or involuntary prison labour. All work, including overtime work, shall be voluntary, and employees shall be free to terminate their employment with reasonable notice. Business partners shall not mandate that employees hand over government-issued identification, passports or work permits as a condition of employment.

Business partners shall provide employees with written employment contracts setting out the terms and conditions of their employment.

Child labour

Business partners are expected to prohibit child labour as defined by national laws in the country of operation. Business partners shall not employ any employees under the age of 18 to perform any work that is likely to be hazardous or harmful to their health and safety.

Health and safety

Business partners shall ensure a safe and healthy working environment. Business partners shall comply with all applicable local laws and regulations to prevent accidents and injury related to work or resulting from the operation of business partner facilities. Appropriate health and safety information, training and equipment shall be provided to all employees.

We expect business partners to drive continual improvement in health and safety performance and take the appropriate measures to reduce and systematically eliminate work related risks.

Remuneration

Business partners shall pay employees at least the minimum wage required by applicable local laws and regulations and provide all legally mandated benefits in time and in full.

Working hours shall not regularly exceed 48 hours and additionally 12 hours in agreed overtime per week.

All other employment conditions, including leave periods and holidays, shall be consistent with applicable local laws and regulations, collective bargaining agreements and mandatory industry standards.

The background image shows a row of wind turbines against a sunset sky. A semi-transparent technical drawing of a turbine is overlaid on the image. The text is in white, bold, sans-serif font.

DHL conducts business responsibly and in compliance with the legal requirements and governmental regulations of the countries in which we operate. In respect of corruption and bribery, illegal or non-compliant behaviour will not be tolerated.

ENVIRONMENT

DHL requires its business partners to manage their operations responsibly in relation to environmental risks and impacts and to adopt a precautionary approach in their business operations.

Resources such as water and energy shall be used efficiently, and we expect business partners to continuously strive to reduce environmental impact. Business partners are encouraged to reuse and recycle where possible.

Environmental legislation

Business partners shall comply with all applicable local environmental laws and regulations. Required environmental permits and licenses shall be obtained and their operational and reporting requirements followed.

Environmental management

Business partners whose activities have an environmental impact shall have a structured and systematic approach to taking such impact into account, including establishing suitable management systems for environmental protection.

Any waste, wastewater, air emissions and hazardous substances resulting from business activities shall be appropriately controlled, managed and reduced.

BUSINESS ETHICS

Business partners shall conduct their business activities in an ethical manner and act with integrity.

Business partners shall comply with all applicable laws, rules and regulations in the countries where they conduct their business activities and adhere to internationally agreed standards of business ethics.

Anti-corruption

Business partners shall be familiar with and in strict compliance with the United States Foreign Corrupt Practices Act, the Bribery Act of England and Wales, the United Nations Convention against Corruption and any similar local legislation, statutes and regulations relating to anti-corruption.

Business partners shall not engage in or tolerate any form of corruption, bribery, extortion, facilitation payment or embezzlement.

Business partners shall not offer or accept any benefits or other means to obtain any undue or improper advantage. Such improper benefits include cash, cash equivalents and gifts.

Accordingly, business partners shall not engage in any form of corruption or bribery, including any payment or benefit conferred on any government official for the purpose of influencing decision making.

We expect business partners to maintain adequate procedures for preventing any conduct that may give rise to an offense under applicable anti-corruption regulation. Such procedures include the maintaining of accurate and transparent books and records of payments.

Sanctions and export controls

Business partners shall ensure that business is conducted in compliance with UN, EU, UK and US trade sanctions, including export controls, import restrictions or other trade restrictions.

An underwater photograph showing a dense field of green seagrass in the foreground. In the background, a diver is visible, partially obscured by the water's murkiness. The lighting is soft and blue-green, typical of an underwater environment.

Any violation of this Code of Conduct shall be reported by the business partner to DHI immediately, and DHI is entitled to apply adequate measures.

Business partners shall not undertake any actions that may violate such restrictions.

Conflict of interests

Business partners shall avoid conflicts of interest that may compromise the business partner's credibility. Business partners shall report any suspected conflict of interest that may adversely affect the business relationship with DHI.

Fair competition

To support well-functioning markets, business partners shall commit to fair, open and unrestricted competition and not engage in any anticompetitive business practices.

Data Protection, Intellectual Property Rights and Confidential Information

Business partners shall collect and process personal data in relation to DHI in compliance with applicable data protection regulation and shall take all necessary technical and organisational security measures to ensure confidentiality, availability and integrity of such personal data.

Business partners shall respect intellectual property rights and safeguard and make proper use of confidential information.

COMMITMENT

Business partners shall demonstrate their commitment to the principles in this Code of Conduct by establishing suitable management systems. Such systems shall include adequate controls to ensure compliance with this Code of Conduct or equivalent standards. Business partners shall maintain documentation necessary to demonstrate such compliance.

Business partners working in DHI operated areas shall additionally meet specific requirements in relation to health and safety, environment and quality. These requirements will be communicated separately to business partners where relevant.

Sub-suppliers

Business partners shall ensure that sub-suppliers to DHI comply with this Code of Conduct or similar standards.

Consequences in case of violations

Business partners shall address any violations (irrespective of the size, nature or materiality of such violation) of these standards or equivalent standards that come to their knowledge and take appropriate action.

DHI is entitled to monitor business partners' compliance with the standards set out in this Code of Conduct by conducting supplier audits and reviews and may – in case of non-conformity – request the business partner to provide an improvement plan with corrective actions.

Depending on the severity of the violation, DHI reserves the right to apply corrective measures, hereunder DHI may terminate the business relationship with immediate effect and without penalty or liability.

In case of claims, penalties or liabilities of any nature whatsoever against DHI, business partners shall defend, indemnify and hold DHI harmless to the extent legally possible.

DHI THE EXPERT IN WATER ENVIRONMENTS

DHI are the first people you should call when you have a **tough challenge to solve in a water environment** – be it a river, a reservoir, an ocean, a coastline, within a city or a factory.

Our knowledge of water environments is second-to-none. It represents more than **60 years** of dedicated research and real-life experience from more than **140 countries**. We strive to **make this knowledge globally accessible to clients** and partners by channelling it through our local teams and unique software.

Our world is water. So whether you need to save water, share it fairly, improve its quality, quantify its impact or manage its flow, we can help. Our knowledge, combined with our team's expertise and the power of our technology, holds the key to unlocking the right solution.



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