



Code of Conduct



At Martens en Van Oord, we strive to be the best Engineered Earthmoving specialist. We want to use our knowledge and expertise to offer our customers the best solution for their challenges when it comes to soil, water and landscape adjustments. We are proficient, pioneering and committed: these are the core values at the heart of our business that determine how we as a company deal with our People who Make it, our customers, partners, society, and other stakeholders. Harmony and enjoyment are also essential. We want people to like working for and with Martens en Van Oord, and to experience our collaboration as pleasant and professional. We are committed to doing our work as sustainably as possible and are continuously improving.

FOREWORD

Our people

We want Martens en Van Oord to be a proud and connected company, where our people make a difference. Enthusiastic and professional employees are at the heart of the business. To us, as a company, it is essential that they all know each other well, feel part of our company and feel at home at Martens en Van Oord. A broad diversity of people in terms of knowledge and skills, educational level and background working together to achieve the same goal is the best recipe for our business to continue to develop successfully in the future. Our employees get to experience that they can rely on us as an employer and on each other, and we want our customers to experience that too.

Purpose of the Code of Conduct

This Code of Conduct defines our company culture; it outlines what we stand for and how we want to behave in practice. It describes the standards and rules that we live by at Martens en Van Oord. The Code of Conduct applies to everyone who interacts with Martens en Van Oord: management, (temporary) colleagues, but also business partners, subcontractors and suppliers. We ensure that colleagues and stakeholders are familiar with the Code of Conduct and support each other in their compliance. Respectful collaboration is a team effort!

Respectful
collaboration
on the basis of
equality



Since its establishment in 1986, Martens en Van Oord has been known for its innovative methods and high-quality equipment, but it is mostly built on our people, the People who Make it. Through our involvement and proficiency, we have been involved in many special and pioneering projects over the years, both on land, in water and at the border between them.

Our success is not only due to our knowledge and proficiency, but also mainly the way we interact with each other and others in and around our work. Our core value of 'being committed' is expressed by the fact that we think it is important that people like working for and with Martens en Van Oord, and that they experience the collaboration as harmonious. This applies to colleagues, customers, and partners, but also to stakeholders and our immediate families. Everyone deserves equality and respect, in all forms of contact. We should all talk to each other on the basis of equality and show an interest in each other.

MvO: one team

Martens en Van Oord is an organisation where operating as one team is paramount. The goal is to actively collaborate and **invite others** to work on common issues. Realise that your colleague's work often depends on the work of others, so make sure you meet your commitments.

Inappropriate behaviour

Boundaries are increasingly blurred, not only between what is private and public, but also between work and home. It is worth remembering that blurred boundaries can also lead to misunderstandings about appropriate behaviour. Be aware of this. If there is a dilemma, discuss this with a colleague or confidential advisor.

We do not tolerate inappropriate behaviour such as bullying, (sexual) harassment, threats or aggression. All forms of this behaviour that are perceived as inappropriate are unacceptable. Be aware that a joke is not perceived as such by everyone. If you notice inappropriate behaviour: **never look away, say something!** Talk to the other person or bring in someone you trust and can share this issue with. You can also always contact the confidential advisor for these reports. Reporting such behaviour is the right thing to do: if something happened to you, you would also want someone to help you.

“When I saw my colleague laughing sourly at the jokes we made, I told the others: we have to stop doing this.”

Professionalism and development

At Martens en Van Oord, everyone must be able to carry out their work professionally and independently. The quality of our work is a direct result of our expertise and focus on the continuous development of our people. Every employee is a reflection of our company. This professionalism is also reflected in being dressed properly, driving a clean company vehicle, behaving appropriately, and using decent language.

Discrimination

Article 1 of our Constitution is crystal clear: discrimination is not permitted in the Netherlands, regardless of one's opinion, political or religious beliefs, origin, age, gender or sexual orientation. Martens en Van Oord fully supports this.

Friendships, romantic relationships, or family ties at work can get in the way sometimes. Such ties should always be reported to your supervisor so that we can work together to find a suitable solution.

Working in an inspiring and safe working environment is essential for Martens en Van Oord. The starting point is an open attitude and a desire to help each other. We believe in the power of working as one team at MvO. Martens en Van Oord strives to be a loyal and dependable employer. Not only do we adhere to the applicable legislation and regulations and the general values and values in our society, but also, and above all, to the agreements we make with each other.



Interacting with integrity

Fraud and theft

Fraud is a form of deception with the aim of benefiting someone else, yourself or the organisation. This includes extortion, expense fraud, time and purchase receipt fraud, or misuse of authorisations. The records we keep are correct and we do not commit forgery. Invoices are created following the legal regulations and are complete and transparent. Taking something that does not belong to you without permission is theft. This is not tolerated at Martens en Van Oord.

Company information and confidentiality

Martens en Van Oord has a solid reputation. Our **core value** of **'proficiency'** is demonstrated in our reliability, among other things. **We do what we promise.** The proper handling of information contributes to that reputation.

This includes financial information, information about tenders, strategic annual plans, and quarterly reports. We are extremely careful about this information. For example, we do not share passwords with others.

“We heard that information from our quarterly reports was shared with our collaborating partners. We have reminded our employees that sharing confidential information is not permitted.”

INTERACTING WITH INTEGRITY

Company-sensitive information may only be shared with external parties if this has been explicitly authorised by management for the benefit of the operations.

Privacy (GDPR)

We respect the privacy of our employees, customers, and other parties we do business with. Personal data is processed carefully and confidentially and protected in accordance with the General Data Protection Regulation (GDPR). This is set out in our Privacy Statement.

Social media

The Internet and social media have become a fixture in our society. If you are proud of your work, please share this on LinkedIn, Facebook, or other social media channels. However, we do expect you to do this responsibly, since you are a reflection of Martens en Van Oord. We have a number of rules for sharing information on social media: do not share information that could be harmful to Martens en Van Oord or any of your colleagues, and always be respectful. If you share a photo or information about





INTERACTING WITH INTEGRITY

a project, make sure it does not contain any unsafe or confidential situation. If there are other people visible in the picture, you should always ask their permission. Make sure this person is wearing their Personal Protective Equipment (PPE) and is working safely.

Sideline activities and positions

Employees cannot engage in paid or unpaid sideline activities that may conflict with the company's interests. Management approval is always required if there appears to be a conflict of interest or if it can negatively impact the work.

Company resources

To do our job well, Martens en Van Oord makes company resources available. These include equipment or tools, but also safety clothing, a laptop, telephone or company car. Company resources are intended for business use, unless (limited) private use is permitted, such as in case of a leased car. Company resources are always handled with care.



Working safely

Martens en Van Oord delivers craftsmanship and high-quality equipment. We carry out projects and do so as efficiently and as well as possible. Safety is a top priority and should never be compromised. Everyone who works for or with Martens en Van Oord has an active role in this. We want everyone to return home safely every day.



MvO Safe

Martens en Van Oord have been running the MvO Safe safety programme for years. This is embedded in our 5 principles safety compass: **never look away, invite others, speak up, stay focused** and **keep improving**. These principles reflect a conscious and active safety behaviour for all. Safety is not just about your own safety, it is also taking care of each other and discussing it with others. You see someone working unsafely, **never look away** and address the issue with them. By learning from each other, from safe and unsafe situations, we can **keep improving**. That is taking responsibility.

Social security is also crucial to our business. Openness and trust are the starting points here. Trust is the only way to a truly open culture, where everything is negotiable and where we learn from the mistakes we make.

Alcohol and drugs

Working safely and alcohol and/or drugs never go together. The agreement is clear: you must always arrive at your job sober, and never use these and other substances during work hours. The use of alcohol and/or drugs is not permitted at our project and work sites. In exceptional cases, a glass of alcohol may be allowed during Friday afternoon drinks or an anniversary party. In those instances, you must always comply with the legal provisions governing the use of alcohol in traffic and make sure you get home safely.

Martens en Van Oord works with many parties: customers, partners and suppliers. This collaboration is based on trust and transparency. We keep our word and, in line with legal requirements, value our agreements with one another. These agreements are respected, and our actions are transparent.



**Working together
in our chain**

Competition

Martens en Van Oord supports open and fair competition in the market. We respect the legal rules of competition that apply. We do not share competitive information or prices or make agreements with competitors on, for example, prices, rates, or contract terms.

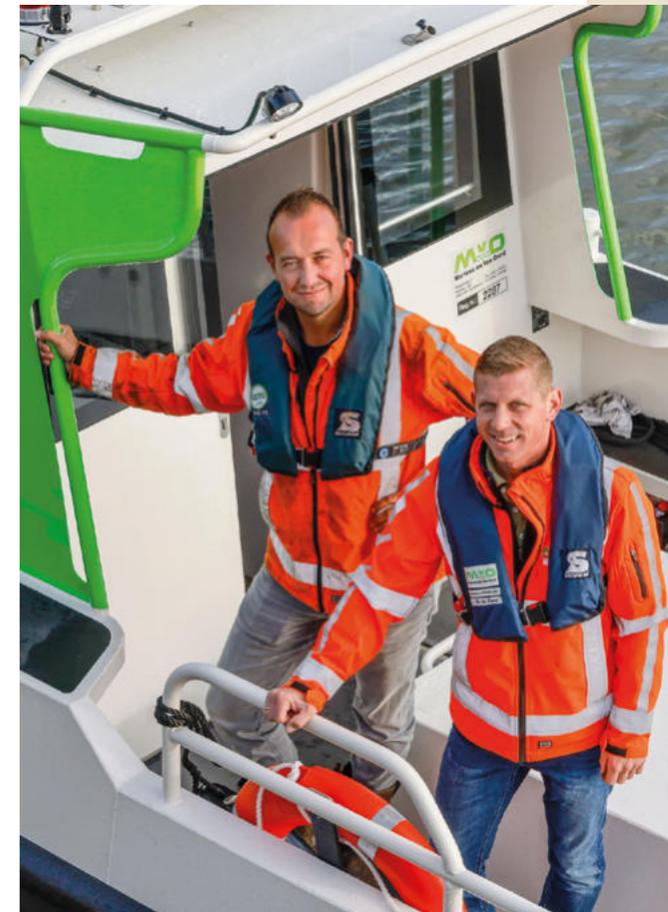
Conflict of interest

We believe that collaboration determines the strength of our success. However, our loyalty can inadvertently create tricky situations, for example when we want to help others, and/or when personal interests play a role in business relationships. This could lead to a conflict of interest. This should be avoided. In case of such dilemmas, always contact your supervisor to discuss the situation.

Gifts and invitations

Gifts are exchanged to enhance a relationship. A gift should never affect the independence or freedom of the recipient. Conversely, the same applies we do not offer anything that could affect the independence of the recipient. We apply a policy of caution in this regard. In practice, this means that all gifts and invitations can only represent a maximum value of € 50. If in doubt, please discuss this with your supervisor.

“A colleague mentioned that he was embarrassed by the fact that he had been offered an expensive gift as a thank you for the collaboration. I was glad he came to me to discuss this.”



Working sustainably



We must treat our planet with care. We believe in the sustainable rearrangement of the earth's outer layers for present and future generations through 'Engineered Earthmoving'. Based on our extensive work experience, we will differentiate ourselves and create lasting value for society.

MvO Sustainable

At Martens en Van Oord, we work according to our sustainability programme 'MvO Sustainable'. This goes beyond compliance with environmental legislation and regulations. We take responsibility for the environment in a broad sense, such as waste separation and preventing the waste of energy, fuel, and materials. Our purchasing policy also reflects our objective: we try to increase the use of sustainable transport, equipment, and tools.

Social employer

Martens en Van Oord wants to present itself as a socially involved company. As a company, we support our employees when they are struggling, and we offer opportunities to people with a labour market disadvantage. They too can become dedicated and enthusiastic employees.

Sustainable employability

At Martens en Van Oord, our people are the People who Make it. We want our colleagues to be able to perform their tasks in a correct, safe, and healthy manner, now and in the future. That's what employees can expect from us.

The world around us is becoming increasingly complex and digital and our employees are faced with increasing demands. At Martens en Van Oord, we pay attention to this; our employees are given the opportunity to keep developing themselves. After all, one of our key principles is: **keep improving!**

Sponsorship

Martens en Van Oord is a family business that fully participates in society. We want to make a positive contribution to our environment. Sponsorship and donating are some of the ways we do that. This is always left to the discretion of the management.

WORKING SUSTAINABLY

“We offer opportunities to people with a labour market disadvantage. They can become dedicated and enthusiastic employees.”



How do I report an issue?



Reporting

If you suspect a colleague has violated the code or if you observe inappropriate or unsafe situations or behaviours, please hold your colleague accountable. You can also always contact your supervisor.

Supervisor and confidential advisor

Martens en Van Oord has appointed a confidential advisor and supervisor. Their information is always available at PLEK. The confidential advisor will accept your report and may decide on further internal investigation. The confidential advisor is required to handle reports confidentially and to protect the person reporting. This confidential advisor shall carry out the mentioned activities independently.

Sanctions

If it is determined that someone has violated the Code of Conduct, we will, after careful investigation, take measures that are appropriate to the violation. These range from a written warning to discharge.

