

Code of Conduct Koninklijke NIngenieurs

General

Koninklijke NIngenieurs maintain a code of conduct for all its members. The code of conduct is based on the core values of the association. According to the bylaws, the code of conduct applies to all members. Every member is expected to uphold the code of conduct and the association's core values, because each member is an ambassador of the Koninklijke NIngenieurs. This code of conduct was approved by the Koninklijke NIngenieurs General Member Meeting on June 18, 2020.

Core Values and Behaviour

Our core values are: independence, integrity, expertise, responsibility and inclusivity. We expect that our members conduct themselves according to these core values:

- Every member operates independently in open competition. No information will be shared that could influence participation, such as rates or prices; no commercial agreements will be made. Discussions and meetings will be characterized by openness.
- Every member acts with integrity. Transparency, understanding and openness are paramount. If a member takes over another's work or offers a second opinion, he informs that member and provides both sides of the argument, unless the task assigner expressly forbids it. Members explicitly reject all forms of bribery or corruption, in word and deed. Conflicts of interest are avoided and can be discussed.
- Each member performs his duties in an expert and reliable manner and invests in training and continued learning. Each member applies a quality management system.
- Each member promotes sustainable, safe and socially responsible behavior and acts accordingly. Members strive for sustainable solutions in their projects.
- Members communicate and behave respectfully and avoid public behavior, including on the internet, social media, in meetings and public spaces, that can negatively impact the association's reputation. We expect our members acting as employers and contractors to support diversity, equality and inclusion, and treat others' (confidential) interests with care.

Compliance

Members of Koninklijke NIngenieurs, including members with their own code of conduct, commit to the association's code of conduct. The directors of our member companies are responsible for this. Violations of these rules of conduct are not taken lightly as it can cause serious damage to our public image.

The association council monitors compliance of this code of conduct and takes up complaints about member behaviour. If the association council considers a complaint serious and admissible, then a complaint procedure based on both sides of the argument is initiated, which can lead to sanctions, such as a warning, a reprimand, a suspension of membership (maximum of 6 months), or expulsion. The association council decides whether an imposed sanction will be made public. A disclosed sanction is anonymized. An appeal against decisions by the association council is possible. Pending an appeal, the sanction will remain in force.