

# Code of Conduct against Corruption, Bribery, and Fraud Terre des Hommes Netherlands

Establishment date	Unknown
Revision date	1 July 2019
Responsible Department	Finance

1. We do not compromise on integrity.
2. We do not engage in either active or passive corruption, bribery or fraud.
3. We will avoid any conflict between our personal interests and the interests of Terre des Hommes Netherlands and report immediately any occurrence of such conflict.
4. We will ensure that our private conduct does not compromise our role as Terre des Hommes Netherlands employees.
5. We will not seek to influence for private purposes any person or body by using our position with Terre des Hommes, or offering them personal advantages. We will not use property, facilities, services and financial resources of Terre des Hommes Netherlands for private purposes.
6. We respect the laws of the countries in which we work.
7. We will not give, solicit or receive, directly or indirectly, any gift or other favour for our own or others that may influence the exercise of our function, performance of duty or judgement.
8. We will strive to achieve maximum openness and transparency. However, confidentiality will be applied when necessary to safeguard the rights of our partners, staff and others.
9. We will make our Code of Conduct known to our professional partners and we expect our partners and suppliers to assent to the Code.
10. We will respect the principles of the Code and we will report any evidence or suspicion of breaches of the Code. We are obliged to report suspicion or evidence of corruption, bribery or fraud committed by colleagues or others.
11. The contact point in the organisation of Terre des Hommes Netherlands where corruption or suspected corruption, bribery or fraud can be reported is:
  - a. For The Netherlands: Director of Stichting Terre des Hommes Nederland, Zoutmanstraat 42-44, 2518 GS The Hague Phone number: +31703105037 (management assistant)
12. The consequences for failure to comply with this Code of Conduct are:
  - a. for a Terre des Hommes Netherlands employee → dismissal, and if applicable a claim of indemnity by Terre des Hommes Netherlands
  - b. for a project partner or supplier of Terre des Hommes Netherlands → immediately ending of the contract, and if applicable a claim of indemnity by Terre des Hommes Netherlands or refund.