

NIRAS' Business Integrity and Ethics Policy

Confirmation of compliance

The undersigned, who holds Power of Attorney to sign on behalf of

[name of company/ consultant/ individual]

[Address]

[Telephone number(s) and email address]

confirm on my own behalf and on behalf of the company I represent, that we have received, read, understood and will fully comply with NIRAS' Business Integrity and Ethics Policy as expressed in the Statement on Business Integrity, published on NIRAS' website (<https://www.niras.com/compliance/business-integrity/>).

NIRAS' Business Integrity and Ethics Policy concerns corruption, tax evasion, fraud, modern slavery and human trafficking, discrimination, harassment, conflicts of interest, and commitment to serve clients and others with respect, excellence and integrity, and it entails that no offer, payment, consideration or benefit of any kind, which constitutes fraud, illegal or corrupt practices, must be made, neither directly nor indirectly, as an inducement or reward in relation to tendering, award of contract or execution of contract;

Furthermore:

We have understood that NIRAS distinguishes between 7 kinds of corruption:
The first two types mentioned here below are always judged illegal both within NIRAS and due to national or international law.

1. Bribery & Facilitation payment
2. Fraud & Embezzlement

The following five types of behaviour represent situations that have a potential for becoming corruption. But if tackled in a transparent and open way, it might not become corruption, but instead an example of a difficult situation handled with the right precautions.

3. Extortion & Security payment
4. Gifts & Entertainment
5. Conflicts of Interest
6. Nepotism & Favouritism
7. Obtaining Undue Advantages;

and

we accept that any such corruptive practice will be considered as material breach of contract, and thus grounds for immediate cancellation of the agreement entered into with a member of The NIRAS Group, and for such additional actions, civil and/or criminal, as may be appropriate,

and

we acknowledge that the member of The NIRAS Group, with whom we have entered into the agreement, in case of such material breach of contract, is entitled to compensation for any direct losses that the cancellation of the agreement might cause on the concerned member of the NIRAS Group.

For [*company/ consultant/ individual*]

[*date*]

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Signature

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Name & title