



Code of Conduct

for all Executive Board Members, Regional Directors, and Members of the Dutch Chamber of Commerce in Sweden

The Code of Conduct outlines the expectations for our behaviour and sets the standard for ethical and professional conduct as an Executive Board Member, Regional Director, or Member of the Dutch Chamber. We are committed to upholding these values in all of our actions and decisions, and to being accountable for our behaviour in connection with the Dutch Chamber. We expect all Executive Board Members and Regional Directors (together 'Executives') and Members to familiarise themselves with and adhere to this Code of Conduct at all times.

1. **Respect for the law:** Executives and Members are expected to comply with all relevant laws, regulations, and policies, both in the Netherlands and Sweden.
2. **Integrity:** Executives and Members should act with integrity at all times and must not engage in any illegal, unethical, or fraudulent behaviour.
3. **Responsibility:** Executives and Members are responsible for their actions and must be accountable for their decisions and behaviour.
4. **Transparency:** Executives should be transparent in their communication and decision-making processes, and must disclose any conflicts of interest.
5. **Fairness:** Executives and Members should treat all stakeholders fairly and with respect, and must not discriminate based on race, religion, gender, age, or any other protected characteristic.
6. **Professionalism:** Executives and Members are expected to maintain high professional standards and must act in a manner that reflects positively on the Dutch Chamber of Commerce in Sweden.
7. **Confidentiality:** Executives must maintain the confidentiality of sensitive information and must not disclose confidential information to unauthorised parties.
8. **Collaboration:** Executives should work collaboratively with others and must not engage in any behaviour that could be perceived as harassing or abusive.
9. **Continuous learning:** Executives are expected to continuously improve their skills and knowledge, and should seek out opportunities for professional development.
10. **Social responsibility:** Executives and Members should act in a socially responsible manner and must consider the impact of their actions on the broader community.

We are committed to maintaining the highest standards of ethical and professional conduct. By working together and holding each other accountable, we can ensure that the Dutch Chamber of Commerce in Sweden is a place where everyone is treated with respect and professionalism. With reference to §18 of the Statutes, it is noted that not adhering to the Code of Conduct may result in exclusion from the Chamber.

If you observe any misbehaviour by an Executive or Member that violates this Code of Conduct, we encourage you to report it. This can be done by sending an email to our Whistleblower Case Management Committee at whistleblower@dutchchamber.se. Your report will be taken care of by Case Handlers Frank Cleeren and Stéphanie Klein Tuenté.