

### Van Gogh Museum Foundation Code of Ethics for its external stakeholders

The Van Gogh Museum (hereinafter: VGM) is committed to the principles of corporate social responsibility. This Code of Ethics serves as the basis for the VGM when accepting donations and entering into relationships with external parties. We expect all of our donors, suppliers of goods and services, licensees and sub-licensees and other contracting parties (hereinafter: partners) to help us comply with this Code of Ethics by actively supporting and respecting our values and principles, and by applying them to their own business environment as much as possible.

This Code of Ethics applies to all parties from whom the VGM receives donations and with whom it enters into sponsorship agreements, as well as to suppliers of goods and services, licensees and sub-licensees of the VGM and all other partners. This Code of Ethics contains the values and principles most relevant to the cooperation with all our partners.

This is a living document, which the VGM may amend or extend. We will inform our partners of any changes, and the Code of Ethics is available on the VGM's website.

#### **Respecting the law**

The VGM expects its partners to comply with all applicable legislation and regulations. Compliance with laws and regulations must never be compromised. Persons or entities subject to UN sanctions are excluded from any collaboration with the museum.

#### **Integrity and professional conduct**

The VGM considers integrity and ethical conduct by its partners as essential conditions for sustainable business practice, investments and donations. The VGM therefore expects its partners to support an open, fair and competitive business environment. The VGM observes the Fair Practice Code and the Diversity and Inclusion Code, and expects the same from its partners.

The VGM also has an anti-bribery scheme that is subject to both internal and external compliance. The museum's working procedures must not be affected by any conflict of interest. Furthermore, partners may not be involved in any form of corruption, extortion or embezzlement, nor be involved in any form of bribery, including but not limited to, promising, offering, giving or accepting an inappropriate monetary or other inducement. Gifts or incentives to influence business or other decisions are unacceptable.

### **Working conditions and human rights**

The VGM endorses the values laid down in the Universal Declaration of Human Rights and the International Labour Organization's core conventions, based on respect for the dignity of the individual without any distinction. The VGM will therefore only enter into relationships with business partners who comply with the following standards and values:

- a. provide working conditions that enable safe working practices and that support the health of the employees in the workplace;
- b. treat employees fairly in terms of reasonable working hours, periodic leave and remuneration for work performed;
- c. respect the right of employees to freely and democratically set up trade unions and not to discriminate against employees based on their union membership;
- d. employ people based on the principle of equal opportunities, without distinction as to race, skin colour, gender, religion, beliefs or origin;
- e. do not use or participate in child or forced labour, and in particular observe the relevant standards of the International Labour Organization.

### **Products and the environment**

All products that are sold and/or used by the VGM in some other way must always meet the legal safety requirements and in no way endanger the health and safety of people. The products should be manufactured in an animal-friendly way and not contain fur.

Business partners will make an effort to prevent the degradation of the environment and to comply with any applicable environmental or other legislation regarding this topic. They will endeavour to prevent or minimize the adverse effects on the community, natural resources and the environment in general.

### **Proviso**

The VGM may refuse gifts made by partners if research (for example, of publicly available sources) reveals that they have deliberately invested in organizations that do not comply with this Code of Ethics or who otherwise closely cooperate with such organizations. If a lack of compliance with the Code of Ethics is established after a gift or donation has been accepted, the amount will be refunded and any contractual considerations (such as naming rights) will cease. The VGM will discuss this with the partner in question to elucidate its reasons for refusing a gift and to encourage compliance with the Code of Ethics.

### **Compliance**

The VGM expects its partners to comply with this Code of Ethics. At the VGM's request, business partners must be able to demonstrate that they have taken the necessary measures to ensure compliance with the Code of

Ethics. Business partners will be expected to communicate the Code of Ethics to their own employees and to take all reasonable measures to ensure that their own external partners comply with the Code of Ethics.

The VGM conducts an ongoing constructive and open dialogue with its business partners to strengthen the Code of Ethics. If a business partner fails to comply with the Code of Ethics, the VGM will attempt to address any failure to comply with that partner, whereby the partner undertakes to comply within a set period. However, if this does not occur or if corrective measures are not forthcoming, the VGM will suspend cooperation with that business partner and, as a last resort, terminate the agreement with that business partner.

#### **Internal procedures**

Donations and sponsor agreements are checked by the relevant Fundraiser/Partnerships Manager and are then submitted to the Head of the Development Department, who will in turn present them to the Board of Directors. The Supervisory Board will be informed if necessary.