



Code of Conduct

NL Ministry of Defence

www.defensie.nl/gedragcode

The Netherlands Defence organisation has a unique task: protecting what the country holds dear. We do that by standing up for peace and security. Every single day. Under difficult and sometimes dangerous circumstances. When we succeed in this shared mission, we feel a sense of pride. The Ministry of Defence Code of Conduct contains the fundamental values that govern how we behave towards one another, towards others and how we use the resources and authorities entrusted to us. These values apply to everyone: in barracks, on deployment, and at the top of the organisation. By stating them in clear language, we make clear to ourselves and to others what we stand for, what we expect from each other, and what others can expect from us.

1



SOLIDARITY

I cooperate, help others, am open to feedback and give feedback to others.

Working in the Defence organisation is about solidarity and comradeship. We go through fire and water for each other. I am a real team player and I help my colleagues when they need it. We achieve the best results as a team by keeping one another sharp, by coaching one another and, also, especially when we have the courage to do so, by speaking out when needed to address problems in our work and our behaviour. I am open to feedback from others. Solidarity makes us stronger and enables us to learn as an organisation.

2



SAFETY

I work safely. When I become aware of unsafe or unacceptable behaviour, I address it or report it.

I am familiar with the current procedures and I apply them sensibly. Where there are doubts or dilemmas, I bring them to the attention of the appropriate authority. I am respectful of others. I know that bullying, aggression, sexual harassment, intimidation, discrimination and other forms of unacceptable behaviour have no place in the Defence organisation. When I become aware of unacceptable behaviour or risks, I take appropriate measures, raise the issue with my superiors or report it to the appropriate office. That makes the organisation safe and makes it possible for us to carry out our tasks.

3



RELIANCE

I ensure that my co-workers and society can rely on me.

Whether we are in the office, at sea, in the field or in the air, we must be able to rely on one another. That means that I must work carefully, I must meet my commitments, I must use the authority and resources that are entrusted to me responsibly, and I must communicate honestly and openly. Just as we rely on one another, so must society be able to rely on us. I am always aware of the example that I set and the high expectations that society has for my behaviour. I think about what I do, both on duty and off duty, on deployment, and on the internet. That makes me reliable for my co-workers and for society.

4



RESPONSIBILITY

I maintain my professional standards and take responsibility for my work.

Defence personnel have a great deal of responsibility. If we are to be successful in what we do, we must be skilled in our tasks. I therefore ensure that my knowledge and skills are kept up to standard, I carry out my tasks and deliver high-quality work. Everyone in the team has specific responsibilities. I am responsible for my own behaviour and, along with my team, share responsibility for what we do as a team. I therefore strive to ensure that my co-workers and I work to the best of our ability, I take initiative when the situation calls for it and I set a good example in my own behaviour. That makes us stronger as individuals and as a team.