

Undesirable Behavior, understood as:

- sexual harassment
- bullying
- discrimination
- aggression (including intimidating behaviour)
- violence

in the workplace and/or study environment.

EUR Holding BV Regulations On Reporting Undesirable Behaviour And Complaints Procedure *(see below)*

(Alleged) Misconduct includes:

- an (imminent) criminal offense, such as theft, corruption and forgery
- a gross (imminent) violation of EUR Holding BV laws, regulations or policies
- an (imminent) danger to public health, safety or the environment
- a (threat of) deliberate misinforming of public bodies
- a (threat of) deliberate withholding, destruction or manipulation of information on acts described in the first 4 bullets.

EUR Holding BV Regulations On Reporting Misconduct *(see below)*

(Suspected) Violations of Scientific Integrity, including amongst other things:

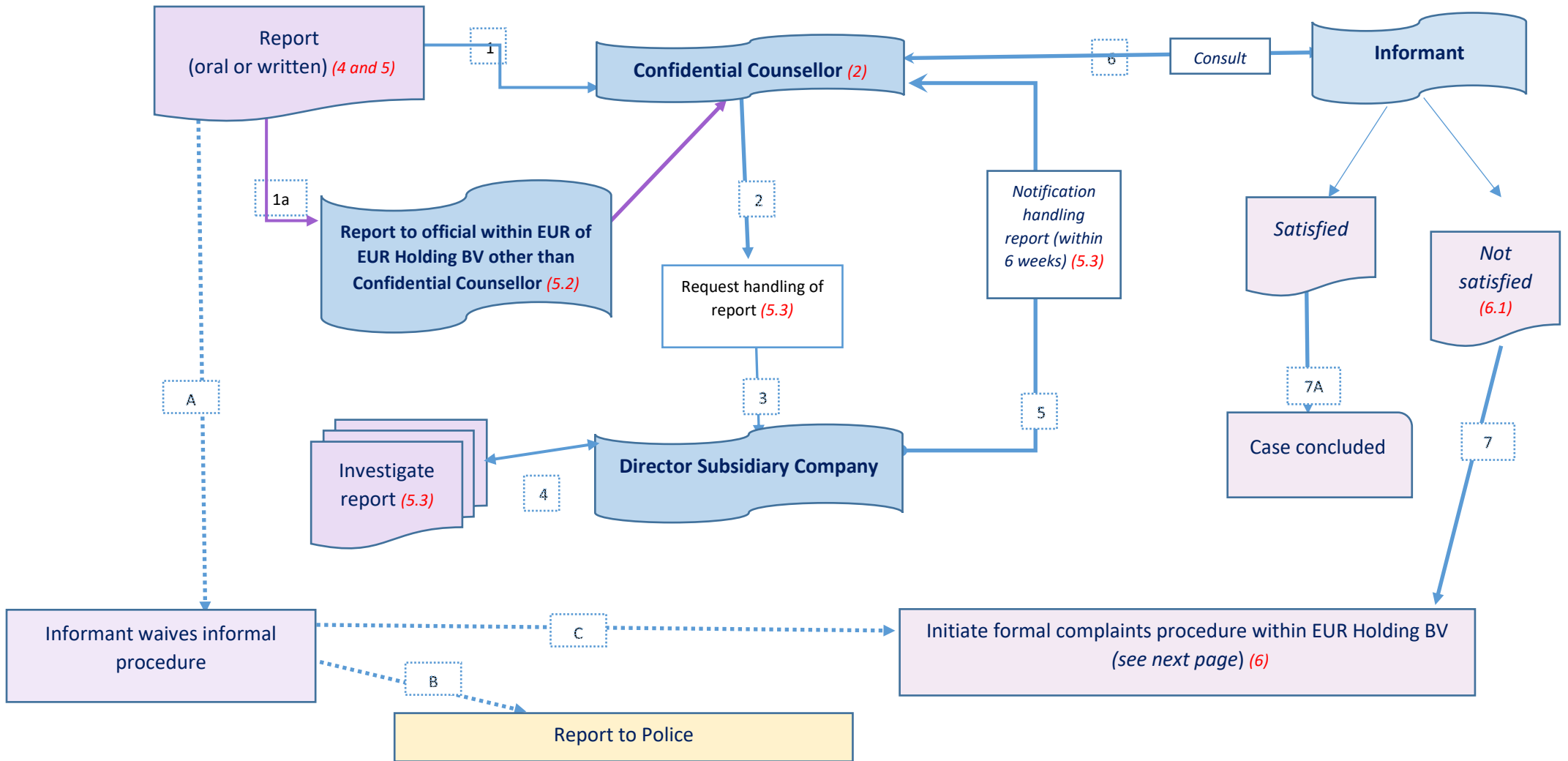
- academic misconduct
- deception
- wrongful use of intellectual property rights.

Scientific Integrity Complaints Procedure of Erasmus University Rotterdam (EUR)

See:

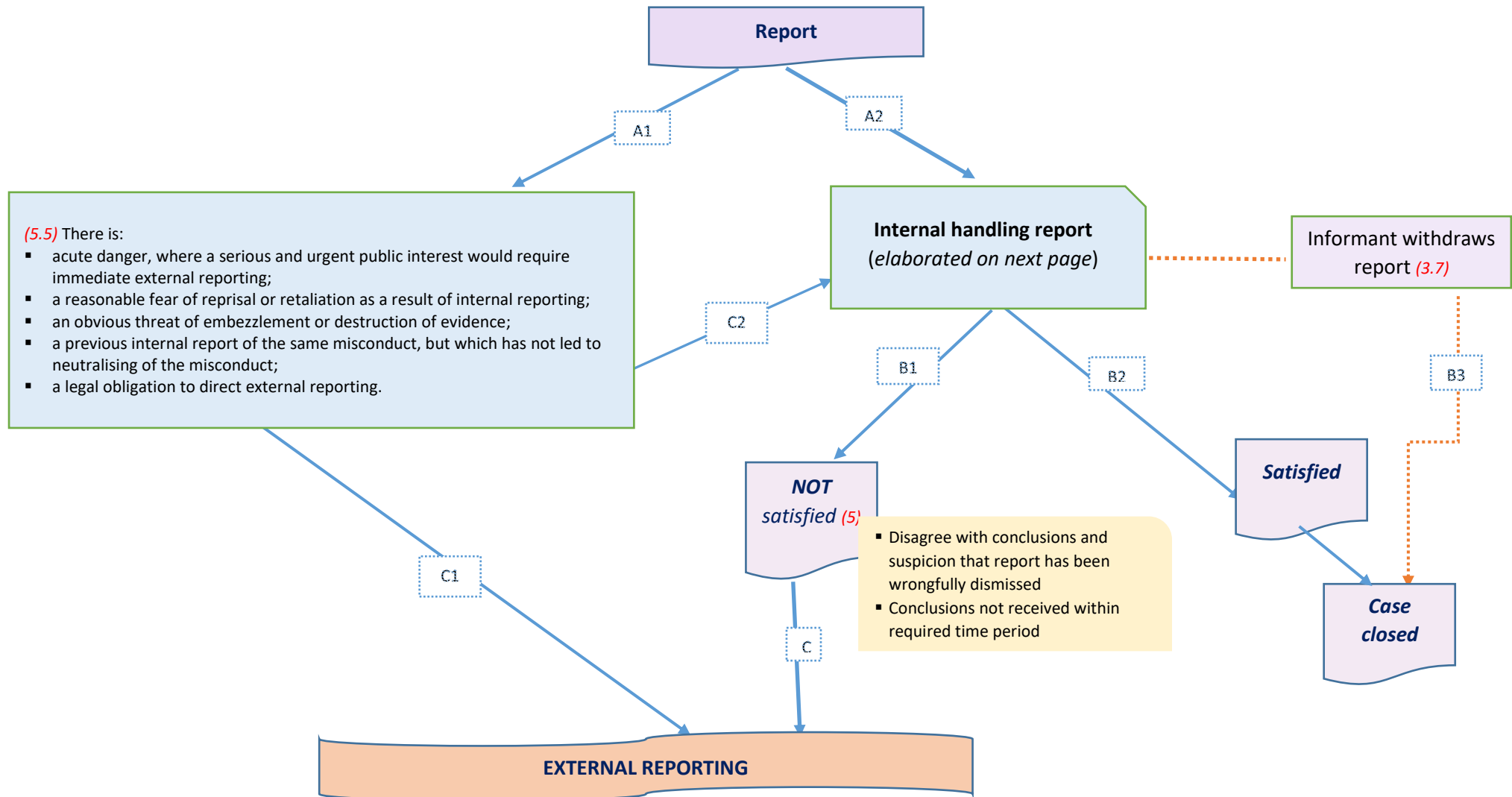
http://www.eur.nl/fileadmin/ASSETS/abd/Integriteitscode/KWI_EUR_121210_NL.pdf

EUR Holding BV Regulations On Reporting Undesirable Behaviour And Complaints Procedure

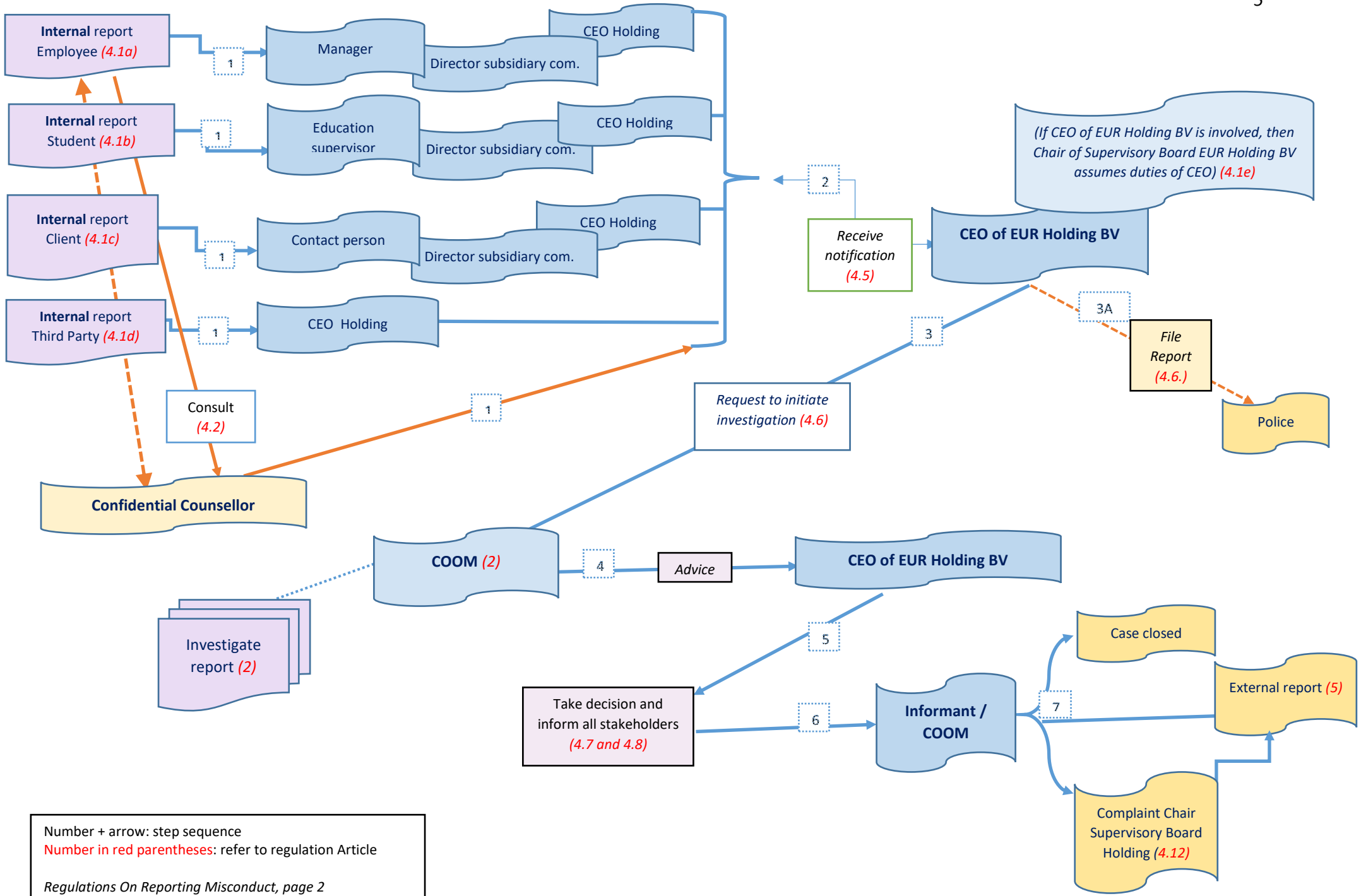


Number+arrow: step sequence
 Number in red parentheses: refer to regulation Article
 Regulations On Reporting Undesirable Behaviour And Complaints Procedure, Page 1

EUR Holding BV Regulations On Reporting Misconduct



Number + arrow: step sequence
 Number in red parentheses: refer to regulation Article
 Regulations On Reporting Misconduct, page 1



Number + arrow: step sequence
 Number in red parentheses: refer to regulation Article
 Regulations On Reporting Misconduct, page 2