

DECLARATION OF IMPARTIALITY

The Sector Code Governance HBO, the articles of association of the Stichting HZ University of Applied Sciences and the Governance and Management Regulations HZ require of the HZ that the members of the Supervisory Board in relation to each other, in relation to the Executive Board, and in relation to any sub-interest whatsoever, operate impartially and can account for this.

The *impartiality* of the members of the Supervisory Board must safeguard the trust of the Executive Board, of employees, of externals, stakeholders, and of the students in the properly functioning supervision of the HZ. The members of the Supervisory Board are transparent about the way in which a member continuously makes their deliberations in their conduct and can *account* for it.

DECLARATION OF IMPARTIALITY

Taking into consideration the Sector Code Governance HBO, the articles of association of the Stichting HZ University of Applied Sciences and the Governance and Management Regulations HZ, the members of the Supervisory Board declare explicitly and each independently, that an impartial functioning and accountability for that impartial functioning are required to safeguard the proper supervision of the HZ. To underpin that independence, they declare each independently, in addition to the specific provisions of the Sector Code Governance HBO, the articles of association of the Stichting HZ University of Applied Sciences, and the Governance and Management Regulations HZ, that they acknowledge and agree with the core values of the HZ ¹.

They further declare that they themselves, or their spouse, registered partner, or other life companion, or foster child or (blood) relative up to the second degree:

- a. Have not been an employee or member of the Executive Board of the HZ (including affiliated legal entities) in the five years prior to the appointment.
- b. Are not receiving a personal financial consideration from the HZ or from one of its affiliated companies, other than the remuneration that is being received for the work performed in their capacity as a member of the Supervisory Board.

¹ The core values of the HZ are: engagement, quality, integrity, and respect. Source: Hogeschool Zeeland, strategic institution plan 2009-2012, the personal university of applied sciences.

- c. Are not a member of the board of a company or another legal entity where a member of the Executive Board of the HZ is a member of respectively the Board of Commissioners or Supervisory Board.
- d. Are not working for organisations that could influence the policy in force at the HZ. The Supervisory Board will assess for each individual case to what extent the activities infringe on the impartiality.
- e. Do not hold a share package comprising at least ten percent in a company affiliated to the HZ.

The members of the Supervisory Board, each independently, declare this by signing this Declaration of Impartiality in good conscience and full understanding, and publishing it by making it available on the website and in the annual statement of the HZ.