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Dear European Commission,

The Board of Directors of Deltares underlines the importance and supports the vision and ambition of the European Union on gender equality and the promotion of gender equality in applied research and innovation. Deltares believes employee matters. Every employee contributes knowledge, and a unique perspective and personality. Our ambition is for every employee to feel seen and valued, and to have the opportunity to develop and apply their knowledge, talents and skills in a socially safe working environment.

Gender equality, whatever their gender identity may be, is an important element of the broader theme of Diversity and Inclusion, and in the ambition of Deltares to strengthen our inclusive culture. The Deltares ambitions for gender equality are formulated in this Gender Equality Plan ([link](#)).

By signing this letter, the Board of Directors of Deltares commits itself to this plan and the formulated ambitions. We make resources available to further develop and implement the associated actions in a constructive and lasting manner.

“Creating an inclusive, gender equal organization is a journey; it never ends.”, Annemieke Nijhof

The Board of Directors,

ir. A.G. Nijhof MBA
Managing Director Deltares