

# ANTI-CORRUPTION POLICY

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This policy is the basis for the Palme Center's work against corruption. The policy applies to all Palme Center operations – national and international – and is to be applied by employees, interns, elected representatives, member organisations and partners. The implementation work is specified in the action plan for anti-corruption. The Palme Center's internal anti-corruption work is described in more detail in the code of conduct and the policy on internal governance and control.

## THE PALME CENTER'S APPROACH TO CORRUPTION

The Palme Center defines corruption as an abuse of trust or power which results in undue profit, often financial, for a person, an organisation, or a political party. Corruption includes bribery, embezzlement, and fraud, as well as conflict of interest, nepotism, and cronyism.

Corruption is one of the biggest obstacles to economic and social development and results in increases in the costs of living and restricts or prevents access to basic social services. It brings reduced efficiency and increased inequality, and states and their key institutions lose legitimacy and the public trust. Corruption is, in a societal context, inefficient and unfair, and has a considerable negative effect on the rule of law and democracy. The fight against corruption is therefore necessary in the work towards improving living conditions, reducing inequality, and guaranteeing equal opportunities. Acting against corruption is in many ways synonymous with working to strengthen democracy. The aim is to promote participation and transparency.

The Palme Center is opposed to all forms of corruption. We believe that corruption hampers the opportunity for fair and sustainable development, and our approach to corruption and other irregularities is always to prevent, never accept, always inform, and always act. It is the responsibility of all staff to actively prevent corruption by identifying, highlighting, and giving consideration to the risks of corruption in all activities and to report suspicions of irregularities and corruption.

## WORKING METHODS

The Palme Center works actively against corruption in all its forms and anti-corruption work forms an integral part of our activities. The Palme Center identifies two levels of corruption: on a societal level and within organisations.

Work against corruption on an overall societal level focuses on support for actors in civil society and political parties working for human rights, democracy, freedom of expression and of the press, a functioning legal system, increased transparency, and reduced poverty. The work focuses on drawing attention to corruption as a societal problem and thus increasing public understanding of the negative effects of corruption on development. Our work is based on trust and partnership, and we make it a priority to inspect partners ourselves and to establish local partnerships. We focus on preventive education and on contributing to the development of democratically run organisations with clear accountability. The Palme Center considers that the risk of corruption arising is smaller in an organisation with a well-developed internal democracy. In our work on monitoring and reviewing partner organisations, the Palme Center carries out financial monitoring and ongoing external audits.

By establishing, supporting, and contributing to changed, more transparent and democratic organisational structures and behavioural patterns, the Palme Center's cooperation contributes to the fight against corruption. The labour movement and civil society have a central role to play as role models, democratic schools, and agents of change in the work against corruption.

The Palme Center secretariat includes staff responsible for anti-corruption, who follow up and coordinate work in close dialogue with all involved parties. Continuous education and training in the work on anti-corruption is given to coordinators and other relevant staff. The risks of corruption are continuously and systematically assessed and followed up. Significant emphasis is also given to preventive work, where clear guidelines, procedures and systems are of great importance.

There is a whistle-blower function on the Palme Center website which provides the opportunity to anonymously report suspected corruption or other irregularities. The Palme Center also has a special procedure for budget deviations, where the financial manager is ultimately responsible and the financial methodological support coordinates. The Secretary General is responsible for ensuring all suspicions of corruption are investigated and reported to the Board and other interested parties. In the event of suspicions of corruption or irregularities, the Palme Center shall immediately take appropriate measures to reduce any damage.

## **OWNERSHIP AND FOLLOW-UP**

The content of this policy is reviewed and adopted annually by the Board of the Palme Center. The Secretary General is responsible for ensuring that the policy and related documents are known and complied with in operations and that follow-up of compliance with the policy is conducted annually.