

ERIKS DEVELOPMENT PARTNER		1(4)
<i>Title</i>	<i>Version</i>	<i>Decision by / Date</i>
Anti-Corruption Policy	Final version	Adopted at a regular meeting of the Foundation's Board in Sept 2020.

Anti-Corruption Policy of ERIKS Development Partner

1. Background and purpose

ERIKS is a child rights organisation with the vision of a world where children's dreams come true. We want to contribute to children's rights being respected, protected and fulfilled in Sweden and around the world. Corruption is always an obstacle to achieving our purpose but also to social and economic development. People already living in vulnerability are often the most affected, which means that corruption counteracts children's and young people's opportunities for development. ERIKS therefore sees corruption as a serious risk which counteracts our vision of a world where children's dreams come true.

There is a risk that corruption will damage ERIKS' trust among rights holders and stakeholders in our programmes and projects, as well as private and institutional donors, partner organisations and customers in our stores. At the same time, trust is an important part of counteracting corruption. ERIKS therefore constantly aims for trusting relationships with partner organisations and to create a good and constructive dialogue.

The purpose of this policy is to describe how ERIKS defines and relates to corruption and how we work to counteract, detect and act in the event of corruption. Through this policy, ERIKS wants to create a common understanding of what corruption is and how we can carry out preventive work that aims to reduce the risk of mistakes, make it easier to track down errors and detect corruption as well as undertake relevant measures.

ERIKS' anti-corruption work is based on our identity document *In the service of love*, which establishes our values. In addition, the following documents are also linked to our anti-corruption work:

- Complaints and Response Mechanism Guidelines - Guidelines for complaints handling
- Procurement Policy
- Code of Conduct
- Child Protection Policy
- Personnel Recruitment and Selection Policy

This policy is valid for all parts of ERIKS' operations, i.e. the child rights organisation and Second Hand, in Sweden and internationally, and applies to ERIKS' staff, trainees, volunteers, board members and consultants. The policy also applies to ERIKS' international partner organisations through the agreements they conclude with ERIKS.

<i>Responsible Department</i>	<i>Published on the Intranet</i>	<i>Author</i>	<i>Revision</i>
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2. Definition and perspectives

Definition

ERIKS follows the definition of corruption used by Sida (the Swedish International Development Agency), which is an abuse of trust, power or position for improper gain. Corruption includes among other things offering and receiving bribes, embezzlement, extortion, conflicts of interest, nepotism and other similar irregularities, including extortion through forced sexual favours, so called sextortion.¹

The definition means that ERIKS by corruption refers to all forms of misuse of resources, trust, power and/or position in order to achieve improper gain for own benefit or for the benefit of a close relative or a group. The gain can include both financial and other benefits. Corruption also refers to failure to take action.

Perspectives

To a great extent, ERIKS' operations are carried out in settings and contexts characterised by a relatively high risk of corruption, which requires specific measures and approaches. Countries with high inequality, weak democracy and conflicts often have a higher risk of corruption. Similarly, internal risks such as handling large amounts of money, close and long-term relationships between colleagues or representatives of various parties, as well as weak internal control can promote corruption. There is also a risk of corruption in, for instance, procurement, purchasing and corporate collaborations that often take place in Sweden. ERIKS works at all levels to make risk assessments in which risks of corruption are considered. This is also included in our country strategies, organisational evaluations and project assessments.

ERIKS' approach to corruption is based on the anti-corruption rule of Sida, which is to always prevent, never accept, always inform and always act. This should be applied in all situations where corruption is suspected, even if it means that projects are delayed or partnerships terminated.

ERIKS' operations are subject to Swedish law. The Swedish laws and regulations are applied to ERIKS' work abroad, where local legislation and rules must also be followed and respected. However, local laws can never be used as an excuse for corrupt or unethical acts.

¹ ERIKS' definition of corruption also includes fraud, i.e. intentional acts involving the use of deception to obtain an unjust or illegal advantage.

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3. Implementation

Transparency

Based on the above definition, ERIKS strives for openness and transparency in all parts of its operations. This applies to policies, strategies, position papers, plans, decisions and reports. By having a good understanding of the operations, the opportunity for examination increases, which can also contribute to increasing confidence in ERIKS among employees, volunteers and board members as well as partner organisations and other stakeholders.

Accountability

ERIKS strives to have clear mandates and division of responsibilities within the organisation and to have structures and systems which enable the organisation to track mistakes and conscious errors. Responsible persons within the organisation must be held accountable for their actions. An important part of this work is our complaint handling, where complaints and suspected corruption can be reported.

Participation

All relevant stakeholders within ERIKS' collaborations, including the intended target groups, must have ownership and influence in the planning, implementation and follow-up of our collaborations in order to participate more easily in the work against corruption.

Prevent

ERIKS works to reduce the risks of and prevent corruption in all parts of its operations. Structures and systems within the organisation must always be designed so that the risk of corruption is minimised while values and ethics are continuously discussed. All employees, board members and volunteers have a responsibility to prevent corruption and shall be given training and support in how they can do this.

Never accept

ERIKS' employees, trainees, board members, volunteers and consultants must never accept corruption or corrupt actions, neither in their own operations nor in initiatives that ERIKS supports financially or in other ways. In case of uncertainty about what is considered corruption, the person responsible for the Complaints and Response Mechanism in the child rights organisation of ERIKS or ERIKS Second Hand shall always be consulted.

Inform

ERIKS' employees, trainees, board members, volunteers and consultants are obliged to report suspected or confirmed corruption through our complaints handling. In the case of suspected corruption in an initiative financed by Sida, SMC must be informed or if the initiative has another back donor, this donor must be informed.

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Act

ERIKS must always act in the event of indications, warning signals and suspicions of corruption. Actions must be taken with discretion and with respect for those involved. ERIKS decides on a possible investigation according to the action plan in our guidelines for handling complaints. Internal and external whistle-blowers are offered anonymity and also other security measures if necessary. The routines for assessing a case are the same regardless of whether the information first reaches ERIKS through our complaints handling or in another way.

International partner organisations

ERIKS encourages and supports our partner organisations in having their own systems and routines for preventing corruption and in detecting and reporting corruption at the earliest possible stage. Agreements between ERIKS and our partners regulate how partner organisations and ERIKS shall act in the event of suspected corruption.

ERIKS strives to have an open and ongoing dialogue with partners on the issue of corruption and on values and ethics. Support is provided to partner organisations that need to improve their internal control systems or implement other anti-corruption measures.

Communication

This policy shall be available on ERIKS' intranet and website and shared with partner organisations when signing an agreement. It will also be presented to new employees as well as board members, trainees, volunteers and consultants in the organisation.

4. Follow up

In order to be successful in the work against corruption, continuous follow-up and evaluation of the work must be done. The Secretary General is ultimately responsible for the work on anti-corruption and for ensuring that the policy is followed and that the work is evaluated. The policy is adopted by the board and revised every three years.

Each head of department has a responsibility to ensure that anti-corruption work becomes an integral part of the work in his or her department. They are also responsible for ensuring that employees are aware of the policy and the other documents that reflect ERIKS' views on and work with corruption. All employees, in turn, have a responsibility to contribute to the realisation of the policy's intentions and to work for anti-corruption.

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