

DOCUMENT NAME			
Anti-corruption policy for the Church of Sweden's national level			
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Gustaf af Ugglas	Policy	28 September 2020	

## Anti-corruption policy for the Church of Sweden at the national level

### Introduction

#### **Purpose and connection**

The purpose of the policy is to describe the approach with regard to corruption at the national level.

This anti-corruption policy is related to and supplements the Church Ordinance's provisions on non-compliance, Code of Conduct for the Church of Sweden's national level as well as the Purchasing Policy for the Church of Sweden's national level with the associated Church of Sweden's Code of Conduct for Suppliers.

#### **Target Group**

The policy is applicable to all employees and contractors at the national level, as well as holders of positions of trust and other persons who are part of groups / delegations appointed by the Church Board or on delegation from the Church Board.

#### **Communication**

The policy shall be kept available on the Church Office's intranet.

#### **Follow-up**

The Church Office shall follow up the policy regularly.

#### **Update**

Once during each term of office, the Church Board shall examine whether the policy is up to date. The Church Office shall provide the Church Board with the decision material needed to update the policy.

#### **Obsolete governing document**

Anti-corruption policy for the Church of Sweden's national level, valid from 1 September 2016 (Ks 2016/0541, decided on 14 June 2016).

#### **Authorisation**

The policy was adopted by the Church Board.

## Definition of Corruption

**Corruption means: Abuse of trust, power, or position for improper gain.**

## Policy

### General

Corruption takes many forms but, in different ways, always creates obstacles to sustainable development. Corruption puts democratic systems out of play, distorts the distribution of resources and undermines human rights.

The Church of Sweden is subject to Swedish law. Even abroad, Swedish legislation is guiding at the same time as local laws and other rules are adhered to. However, local rules and customs can never be used as an excuse to contribute to corruption or any other form of unethical conduct.

### Zero Tolerance for Corruption

The Church of Sweden's national level has zero tolerance for all forms of corruption, both within the Church and within the organisations that we work. A strong focus on preventing, detecting and managing corruption – both internally and externally – contributes to meeting the Church of Sweden's goals regarding sustainable development and the realisation of human rights. It is important that trust in objectivity and impartiality is not disturbed. This is achieved by acting responsibly, using resources efficiently and creating trust between the Church of Sweden's national level, the Church of Sweden's members and partners. How the Church of Sweden acts affects both individuals and society at large.

Our approach to corruption is: **always prevent, never accept, always inform and always act.**

### Zero tolerance in an international context

The Church of Sweden's national level starts from the position of zero tolerance also in international contexts. The Church of Sweden's national level presupposes and works for international partner organisations to work actively to prevent, detect and deal with corruption and other irregularities.

### Reporting knowledge or suspicions of corruption

All knowledge or suspicions of corruption shall be reported. Anyone who has reported such a situation must not be subjected to retaliation or unfair treatment. All reporting shall be handled confidentially within the framework of the prohibitions against disclosure of documents and confidentiality obligations that follow from the Church Ordinance and the Church of Sweden's general employment agreement ("Kollektivavtal").

All suspicions of crime are reported to the police.

## Guidelines

The Secretary-General is responsible for ensuring that there are guidelines at the national level that clarify how this policy shall be applied. These guidelines shall state, among other things, how awareness can be increased regarding risks of corruption in the work as well as how suspicions or knowledge about corruption shall be reported, handled and documented within both the international work and other work.