

RET International's Anti-Corruption Policy

RET's Policy

As stated in RET's mandate and in RET's Code of Conduct, RET is an impartial, neutral, and independent humanitarian organisation, which formulates its own policies (RET's Code of Conduct, art. 4).

RET's Code of Conduct states (art. 9) that all its activities, financial or operational, "*shall reflect an attitude of openness and transparency*". RET does not accept any form of corruption.

This policy, which expresses RET's position on corruption, allows it to maintain high ethical standards, protect its reputation, and implement its humanitarian mandate.

This policy represents RET standards and it is aligned with applicable laws and regulations. In some countries, local laws and regulations may be more severe than the principles set out in this policy. Where this is the case, the more stringent rules apply.

This policy sets out the general rules and principles to which RET adheres in the conduct of its activities. It will be communicated to all RET staff, as well as to relevant partners and donors and other individuals and entities as needed. Those who work in areas identified as particularly high risk will receive additional training and support in addressing and reacting to potential corruption situation.

This policy applies to all individuals working at all levels, including partners, consultants, employees (whether permanent, fixed-term or temporary), contractors, trainees, seconded staff, volunteers, or any other person associated with RET, wherever located.

Terminology

The definitions RET adopted for the purpose of this document are in line with those commonly applied by international financial institutions and by international conventions, such as the *United Nation Convention against Corruption* (art. 2).

The term corruption is used as a shorthand reference for a large range of illicit or illegal activities. Although there is no universal or comprehensive definition as to what constitutes corrupt behaviour, the most prominent definitions share a common emphasis upon the abuse of public power or position for personal advantage.

“Corruption” involves behaviour on the part of officials in the public sector, whether politicians or civil servants, in which they improperly and unlawfully enrich themselves, or those close to them, by the misuse of the public power entrusted to them. (WB 1997)

“Corrupt practice” means the offering, giving, receiving or soliciting, directly or indirectly, of anything of value to improperly influence the actions of another party;

“Fraudulent practice” means any action intended to deceive another party in order to improperly obtain a financial or other benefit or avoid an obligation;

“Collusive practice” means an arrangement between two or more entities without the knowledge of a third party, designed to improperly influence the actions of the third party;

“Coercive practice” means impairing or harming, or threatening to impair or harm, directly or indirectly, any party or its property, or persons closely related to a party, to improperly influence the actions of that party.

RET’s Position

RET does not distinguish between public officials and private persons so far as corruption is concerned: corruption is not tolerated, regardless of the status of the recipient.

It is RET’s policy to conduct all activities in an honest and ethical manner. RET takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all activities and relationships wherever it operates.

Corruption means giving, offering, or receiving an improper benefit with the intention of influencing the behaviour of someone to obtain or retain a commercial advantage.

Corruption and bribery can take a variety of forms – offering or giving money or anything else of value. In fact, even common business prac-



tices or social activities – such as the provision of gifts and hospitality – can constitute bribes in some circumstances.

RET staff must not bribe and corrupt and they must not use intermediaries, such as agents, consultants, advisers, distributors or any other business partners to commit acts of bribery or corruption.

RET prohibits facilitation payments. This applies irrespective of whether or not local law permits facilitation payments.

Any breach of this policy must be immediately reported either to the supervisor and/or the Chief of Mission and/or the Chief of Operations (global) and/or RET's Executive Director & CEO.