

Anti-Corruption Code of Conduct

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Anti-Corruption Code of Conduct

These are the guiding principles in NMS regarding corruption.

1. Definitions:
 - Corruption is the abuse of position and power to obtain irregular benefits for oneself or one's group.
 - Corruption includes both economic conditions (bribery, embezzlement, theft committed by staff etc.) and non-economic conditions (favouritism: favour commerce with appointments and awards of contracts).
 - Corruption includes:
 - To abuse one's own position for the benefit of oneself or one's group.
 - To deliberately encourage others to abuse their positions in order to obtain irregular benefits for both parties.
 - Corruption also includes having to pay or make other concessions to people who abuse their positions under duress. Even if you are not the executing party yourself, by giving in to pressure, you have helped to support a culture of corruption.
2. Corruption can be explained (for example by special cultural conditions), but it is never accepted as corruption harms individuals, organisations and societies by not using the community's limited resources for the benefit of the community.
3. Corruption is both a moral and an institutional problem. Effective working against corruption therefore requires both attitude-creating work and strengthening of organisational and financial management.
4. NMS has a zero-tolerance policy for corruption both in own organisation and within partners.
5. In the event of abuse of position or incitement to abuse of position:
 - Any NMS employee in a managerial position who is made aware of such corruption is responsible for acting. If the reported cases are not taken into account within a reasonable time, the person reporting have the right to contact the next level in the organisation.
6. For participation in corrupt acts under duress:
 - NMS employees must do everything in their power to avoid having to make concessions to people who abuse their positions.
 - Should one still have to make concessions, this must be reported immediately and documented to the immediate superior who must assess whether an official complaint should be submitted to the responsible authority in the country.