

Anti-corruption policy

The following policy applies to the operations of Terraforming's personnel and consultants internationally as well as to Terraforming's cooperation with financiers and partner organisations.

Why fighting corruption?

A society free from corruption is a basic prerequisite for fair and democratic development. Corruption in developmental, educational and cultural efforts reduces confidence in, and the desire to finance, these types of projects.

Corruption goes against basic values such as justice, democracy, equality, dignity, integrity, transparency and the possibility to demand accountability.

Definition of Corruption

Terraforming follows Transparency International's (www.transparency.org) definition of corruption:

"Corruption is the abuse of entrusted power for illegitimate individual or group benefit"

The concept of corruption includes abuse of trust or position, and occurrences such as the giving or receiving of bribes, blackmail, favouritism, nepotism, swindle, challenge and embezzlement.

Anti-corruption Commitment

Terraforming's basic principle is to never accept corruption, and to always take action and report cases of suspected corruption.

That is why Terraforming will take necessary steps to ensure that:

- **all Terraforming's personnel (including employees, consultants and volunteers) have sufficient knowledge concerning this anti-corruption policy;**
- **documented routines that contribute to counteracting corruption are known and used within the organisation;**
- **there are clear routines for handling suspected cases of corruption;**

In order to secure the prevention of corruption Terraforming will continuously work on the strengthening of organizational culture through learning from experiences and continually improving its working methods and routines.

Terraforming will work on evaluation of corruption risks when creating routines, operational and project plans, including budgets, ensuring that planned projects have clearly formulated goals, expected results and activities as well as routines for follow-up, including transparency in project evaluations.

Suspected Corruption

It is the responsibility of every employee, consultant or volunteer involved to be vigilant and to report any suspected corruption.

The responsibility for investigating corruption lies with Terraforming's project manager, and further, Executive Director.

In the case of suspected corruption Terraforming shall ensure that it is documented and reported. Terraforming will take necessary steps to alert the funding institution(s) of suspected corruption. In the case of a suspected crime the issue will be reported to the police.

Additional documents:

1. Informing employees, consultants and volunteers about Terraforming's anti-corruption policy
2. Routines on counteracting corruption and handling the suspect corruption

This document is approved at the Terraforming Annual Meeting in May 2013.