



Danida Fellowship Centre's Anti-Corruption Code of Conduct

Principles

1. **Conflict of interest.** We will avoid any conflict - real or potential - between our personal interests and the interests of Danida Fellowship Centre. We will promptly report any occurrence of such conflict.
2. **Misuse of official position and public resources.** We will not seek to influence for private purposes any person or body by using our official position or offering them personal advantages. Likewise, we will not use public property, facilities, services and financial resources for private purposes except when permission is lawfully given.
3. **Respect for laws.** We respect the laws of the countries in which we work.
4. **Proper personal conduct.** We will ensure that our private conduct does not compromise our role as Danida Fellowship Centre employee.
5. **Active and passive bribery.** We will not give, solicit or receive directly or indirectly any gift or other favour that may influence the exercise of our function, performance of duty or judgement. This does not include conventional hospitality or minor gifts.
6. **Anti-corruption.** In accordance with the principle of “zero tolerance”, we are obliged to report suspicion or evidence of corruption committed by colleagues or others.
7. **Openness and transparency as a rule** – confidentiality when required. We will strive to achieve maximum openness and transparency towards our external constituencies. However, confidentiality will be applied when necessary to safeguard the rights of our partners, staff and others.
8. **Non-discrimination.** In our work we do not discriminate in respect of gender, colour, religion, culture, education, social status, ethnic belonging or national origin or any other status.
9. **Dissemination of the Code.** We will make our Code of Conduct known to our professional partners.
10. **Observance of the Code.** We will respect the principles of the Code and we will report any evidence or suspicion of breaches to the Code. The responsible superiors will ensure the legal rights and due protection of the whistleblower and the accused before, during and after any investigation.