

Anti-Bribery and Corruption Policy

Updated March 2024

WEDF has a strict anti-bribery and corruption policy in line with the EU's Anti-corruption 1997 Convention and 2003 Council Framework.

It should be noted that our governance policies are in development. Where differences in legal terms, clauses or standards may apply, European law supersedes any others.

WEDF takes the definition of corruption from The Civil Law Convention on Corruption of the Council of Europe as, "requesting, offering, giving or accepting, directly or indirectly, a bribe or any other undue advantage or prospect thereof, which distorts the proper performance of any duty or behaviour required of the recipient of the bribe, the undue advantage or the prospect thereof."

All WEDF staff members should not, whether directly or indirectly, undertake, cause nor permit to undertake any activity which would cause the organisation to be in violation of the EU law or any other similar legislation in any other jurisdiction in which WEDF carries out business.

If a staff member bribes (or attempts to bribe) another person, intending either to obtain or retain business for the organisation, or to obtain or retain an advantage in the conduct of the organisation's business this will be considered gross misconduct. Similarly accepting or allowing another person to accept a bribe will be considered gross misconduct. In these circumstances the employee will be subject to formal investigation under WEDF's disciplinary procedures, and disciplinary action up to and including dismissal may be applied.

Approval and Document Control

Version	Approved By	Approved	Review By
Disciplinary Procedure v1.0	WEDF Executive Director	25/03/2024	31/03/2025