



**STOCKHOLM INTERNATIONAL
PEACE RESEARCH INSTITUTE**

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SIPRI's Whistle-blower Policy

Introduction

The Stockholm International Peace Research Institute (SIPRI) is committed to a high standard of business ethics. The institute practices honesty and integrity in fulfilling responsibilities and complies with all applicable laws and regulations.

SIPRI's Code of Conduct, and policies guide the institute's everyday conduct. SIPRI has a professional responsibility to speak up and report unethical behaviour. SIPRI's Whistle-blower Policy is an important element in detecting and correcting corrupt, illegal, or other undesirable conduct and is based on the Swedish legislation: Lag (2021:890) om skydd för personer som rapporterar om missförhållanden, translated as the 2021:890 Act on the Protection of Persons Reporting Irregularities.

Scope and purpose

The purpose of this Whistle-blower Policy is to ensure that SIPRI has procedures that make it possible to report on suspected serious irregularities related to SIPRI's operations, without any risk of retaliation, and thereby to encourage stakeholders to do so. It also intends to ensure an appropriate investigation process of any reported case.

This policy applies to all stakeholders with a professional relation with SIPRI.

Reporting tool and process

SIPRI is committed to investigating all reported irregularities thoroughly and impartially, and to taking action to eliminate and mitigate any violations.

Reports can be made in English or Swedish, through a secure and confidential whistle-blower reporting tool.

[Click here](#) to access the reporting tool.

Handling of reported violations

SIPRI's Human Resources Manager will acknowledge receipt of the reported irregularities within seven business days. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

Any reported irregularity regarding corporate accounting practices, internal controls, or auditing requires the Chair of the SIPRI Governing Board (GB), or another GB member appointed by the GB Chair, to be notified.

Any reported irregularity concerning violations will be investigated by the Human Resources Manager, and at their discretion, shall advise the Director and the Chair of the GB or its nominee.

Filed reports and the measures taken are documented and archived in a way that they could be used as evidence later in time, and following the General Data Protection Regulation.

A final response will be given within three months from the date of the filing of the complaint.

No retaliation

This Whistle-blower Policy is intended to encourage and enable stakeholders to raise serious concerns within SIPRI prior to seeking resolution outside the organization. No one who in good faith reports a suspected irregularity shall suffer harassment, retaliation or adverse employment consequences.

Confidentiality

Reports on irregularities may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports will be kept confidential. On agreement it can be opened up or in cases it will be subject to a police investigation.