



Quaker Service Sweden's Whistleblower Policy

The purpose of this policy is to encourage members and other interested parties to report any suspected improprieties, illegalities and/or grievances within QSS or any organisation or project supported by QSS. These can be reported in English, Swedish or any other language (see below for how to report).

Whistleblowing is an important part of Swedish law (Statute 2016:747 on special protection against reprisals for employees who warn about serious improprieties/grievances). QSS regards whistleblowing as something positive.

Even though QSS always strives to act in an open, ethical and correct way, there can be occasions when we need to receive notice of or be informed about any suspected ethical infringements or other misdemeanours. Reports like this make it possible for QSS to deal with the issue in a correct way.

What is an impropriety?

In this policy, all unethical or illegal behaviour can be regarded as impropriety. Examples of this are:

- Actions that break the prevailing laws, such as fraud, or other financial offences.
- Actions that are not in line with QSS's guidelines, constitution and values.
- Dangerous actions that could physically harm a person, property or environment.
- Failure to correct or make sufficient effort to avoid any significant cost or loss to the organisation if this is regarded as being preventable.
- Misuse, or exploitation of one's position.
- Any kind of discrimination.

How to report to QSS?

The most direct way is to write to us at QSS via our email address:

kvakarhjalpen@kvakare.se

For additional options, please refer to <https://www.kvakare.se/in-english/quaker-service-sweden/>

Please state your name, contact address and telephone number. QSS encourages whistleblowers to identify themselves. This is in line with our Quaker practice of openness and transparency. We respect your privacy and will not disclose your identity to any third party without your consent.

Protection against any consequences, punishment or harassment

Under no circumstances will QSS tolerate anyone reporting improprieties in accordance with this policy suffering in any way as a result of their report.

False reporting

QSS assumes, in good faith, that no untrue accusations are made. It is important that every report in connection with this policy is well grounded and honest.

Questions?

If you have any questions about this policy, please contact us at QSS via kvakarhjalpen@kvakare.se