



People deserve to know

INTEGRITY POLICY

Integrity Policy Free Press Unlimited

Preface

There is a growing awareness within organizations, government and the business community that the mission, strategy and results achieved are intrinsically linked to the relationships among stakeholders and to the integrity of an organization. This also applies to Free Press Unlimited (FPU). FPU defines an ethical organization as an organization that acts in accordance with justice. This means that the organization does right by the people and organizations with whom and for whom it works. An ethical organization is an organization that is prepared to do right by all its stakeholders.

The primary responsibility for integrity lies with the management of FPU. Subsequently, it lies with the supervisory body (Supervisory Board – Raad van Toezicht). Finally, responsibility for the integrity of FPU lies with every employee. The board has partially delegated responsibility to the Integrity Committee.¹ This committee has the necessary powers (such as hiring an external expert) to be able to perform the practical activities that are necessary to ensure the integrity of the organization.

Organization of FPU's integrity system

At the foundation of the integrity policy are two codes, that together form FPU's integrity system:

- a) The 'Fraud & Corruption Policy' describes what FPU understands as fraud and corruption, including unacceptable acts such as an abuse of power, conflicts of interest, leaks of confidential information, culpable negligence etc., as well as financial violations such as fraud, theft and abuse.
- b) The 'Code of Conduct' focuses on interpersonal violations (behaviors) such as discrimination, intimidation, humiliation, bullying, sexual harassment; behaviors that Free Press Unlimited does not tolerate.

FPU has a system for reporting such violations. This reporting system is openly available in both English and Dutch on the website.

FPU also has a system for whistle-blowers. If an employee does not have confidence in management or the Integrity Committee, they can make their report through an external whistle-blowing process.

Scope

This integrity policy applies to anyone who is represented by FPU in any way and/or is connected to FPU through a contract. This includes employees, but also partners, consultants, trainers, trainees or volunteers, etc. In the individual codes this is called a "representative" or "vertegenwoordiger."

Communication of reports

Truth and justice will be FPU's guiding principles for communication regarding integrity, including by not exaggerating progress made (if any), reporting counterparts and backlashes just as honestly as successes, and attempting to prevent unjustified or disproportionate damage to individuals' reputations. To communicate transparently about our integrity policy, FPU has been publishing any reports that are made in its Annual Reports since 2017.

Free Press Unlimited endorses the integrity code as described by the trade association Partos.

¹ Consisting of: Head of Knowledge & Quality, Security Officer, Head of Finance, Director of Operations