

NAD's whistleblowing policy

NAD and the Atlas Alliance do not tolerate behaviour that may be illegal, a breach of contract, unsafe, a waste of resources, fraud, abuse or otherwise in contravention of Atlas Alliance regulations <https://www.atlas-alliansen.no/en/whistleblowing>. The system and channels for providing a notification of one or several of the above-mentioned behaviours is described in the following. No sanctions or reprisals are permitted against the person reporting suspected illegal or unethical behaviour.

Any misconduct should be revealed as quickly as possible. All circumstances reported will be treated with confidentiality. The whistleblower has the right to remain anonymous, but it will facilitate the investigation and reporting of the circumstances if the whistleblower provides his/her name and contact information. The identity of the whistleblower will be kept confidential.

Whistleblowers who do not choose to remain anonymous will, whenever possible, receive confirmation that their report has been received.

How to report

Upon suspicion of any illegal or unethical cases, a notification should be made through one of the channels below – regardless of whether the suspicions have been confirmed or not:

NAD:

Head of International Department: Eirin Næss-Sørensen, email eirin.naess-sorensen@nhf.no, cell phone +47 469 20 290, or through the reporting link “Whistleblowing: report cases here” on NAD’s webpage: <https://nad.nhf.no/nads-development-work/how-we-work/anti-corruption/> *When reporting through the link, the report will be received by Eirin Næss-Sørensen, and you can remain anonymous through this channel.*

Atlas Alliance secretariat:

Executive Director: Marit Sørheim, email marit.sorheim@atlas-alliansen.no, phone +47 22 17 46 47 or anti-corruption focal point: Anders Strømsodd Hosar, email anders.hosar@atlas-alliansen.no, cell phone +47 93 41 21 85.

According to channel, NAD or the Atlas Alliance will assess the report and confer with Norad’s Fraud Unit before deciding on submitting the case officially to the Ministry of Foreign Affairs’ Foreign Service Control Unit and to Norad.

Norad / Ministry of Foreign Affairs:

Norad’s whistleblowing channel can be reached via email: varsling@norad.no
When reporting directly to Norad via varsling@norad.no, please use [Norad’s report form for whistleblowing found here](#).

In the case of suspicion of financial irregularities related to grants from Ministry of Foreign Affairs, [please go to Whistleblowing in the Foreign Service](#). Reporting can be done directly and anonymously to Norad’s external partner, the firm Ernst & Young AS: [External whistleblowing form](#) This channel is a simple, no-risk way for employees and others to report irregularities, also anonymously.