Whistleblowing Policy

Policy Statement

Läkarmissionen (LM), operating globally under the LM International brand, encourages both feedback and whistleblowing to maintain institutional integrity and high standards. The organisation takes all forms of whistleblowing and complaints seriously, and therefore has established processes for secure and anonymous reporting and transparent and swift investigation.

Purpose and Scope

This policy and related instruction are here to encourage the reporting of matters without any risk of victimisation, discrimination, or disadvantaging the person reporting, as well as to ensure an appropriate investigation process. Any suspicion of irregularities related to LM's work should be reported.

LM encourages employees and any other person, who has serious concerns about any aspect of LM's work, to voice out those concerns. Such concerns may include sexual exploitation, abuse, harassment, and corrupt, fraudulent, hazardous, or illegal activities. Other types of complaints are handled through our Complaints Response Policy.

As a transparent and trustworthy organisation, good ethics are a priority in all aspects of LM's operations and activities. It is of utmost importance to, as soon as possible, prevent and discover activities that may threaten or impede compliance with LM policies or national laws before they cause serious harm or damage. Our whistleblowing service is a system to reduce risks and an important tool to maintain confidence in us.

This policy and related instruction apply to all departments within: Global Office, Regional Offices, Country Offices, the people we intend to serve (target community), suppliers, contractors, donors, partners, and others we come in contact with.

A whistleblower does not need to have firm evidence of malpractice before expressing a concern. However, reports should be submitted honestly and in good faith. Abuse of the whistleblowing service, such as deliberate reporting of false or malicious information, is a serious offence. Such reporting will result into warning or more serious disciplinary procedures depending on the type of accusation.

Principles and Approach

We are committed to protecting any person reporting any misconduct and the whistleblower has the right to remain anonymous. To ensure anonymity we use an independent reporting platform. Reports will be confirmed and handled according to LM's whistleblowing instruction within a reasonable period of time.

The areas typically covered by this policy may include, but are not limited to:

- Any breaches of policies such as the LM Code of Conduct
- Harassments and exploitation, sexual or other
- Accounting fraud
- Bribery and any form of corruption
- Money laundering

- Financing of terrorist organizations
- Environmental damage
- Influencing procurement process
- Forging of receipts
- Lying about per diem
- Failing to account on transactions
- Poor management of organisation resources
- Failure to follow proper internal audits

Related Documents

The Whistleblowing Instruction, the Whistleblowing service, https://lminternational.whistlelink.com/
LM's Guiding Beliefs, Code of Conduct, policies, instructions, and regulations such as those covering: Complaints, Anti-corruption, Anti-fraud and Bribery policy, Conflict of Interest, Purchasing and procurement, Child Safeguarding, PSEAH policy, Gender Equality, Climate and Environment.