



**GOTHIA
DEFENCE
FORUM**

Ethical policy

Gothia Defence Forum
Ekonomiskt förening

Adopted

2025-10-01



Website:
www.gothiadefenceforum.com



01

Purpose and Scope

This Ethical Policy sets out the principles and guidelines governing the operations of Gothia Defence Forum Ekonomisk förening. The policy applies to the board, members, partners, suppliers, speakers, volunteers, and all individuals engaged within the association and its conferences.

02

Core Values

- Transparency and integrity in everything we do.
- Respect for laws, regulations, and international agreements.
- Promotion of sustainable and ethical cooperation within the defence and security sector.

03

Equality and Non-Discrimination

Gothia Defence Forum is committed to fostering an inclusive and equal working environment, free from discrimination, harassment, or oppression based on gender, ethnicity, sexual orientation, religion, or any other protected category.

04

Anti-Corruption and Bribery

- Gothia Defence Forum has zero tolerance for all forms of corruption, bribery, and improper advantages.
- No representative of the association may offer, request, or accept gifts, services, or other benefits that may influence decisions or create dependency.
- Minor gifts or representation may be accepted only if reasonable, openly declared, and in accordance with applicable laws and guidelines.

05

Principles of Cooperation - Who We Do Not Work With

- We do not cooperate with companies or organizations that violate international sanctions, human rights, or are involved in illegal arms trade.
- We refrain from cooperating with actors associated with corruption or systematic unethical business practices.
- All potential partners and suppliers undergo an ethical assessment before cooperation is initiated.

06

Whistleblowing Function

- Gothia Defence Forum establishes a secure and confidential whistleblowing function through which employees, members, and partners can report suspected misconduct or breaches of this policy.
- Reports may be submitted anonymously and are handled promptly, with protection for the reporting party.
- All reports are investigated and may result in appropriate measures

07

Confidentiality and Data Protection

Gothia Defence Forum strictly complies with applicable data protection regulations (GDPR) and ensures that all personal and business-critical information is handled confidentially and in a way that respects individual rights.

08

Responsibility and Follow-Up

- The board is responsible for ensuring that this policy is well known and adhered to.
- The policy is reviewed annually and updated when necessary.
- Breaches of the policy may lead to terminated cooperation, exclusion from the association, or other measures in accordance with the law. Decisions are made by the board of Gothia Defence Forum Economic Association. The association holds no obligation to refund legal entities following terminated cooperation, exclusion, or similar action.

