



Ethics and Corporate
Responsibility Office



Annual Report



2023

Ethics is the very essence of policing



CONTENTS

1. Secretary General Foreword
2. Chief Ethics Officer Message
3. Our Mission
4. Key Milestones
5. The Standing Committee on Ethical Matters
6. Awareness and Cooperation

1. SECRETARY GENERAL'S FOREWORD

Recognizing the importance of policing being aligned with ethical standards to uphold the integrity of our profession in 2015 I established the Ethics Review Committee.

Comprised of police, academia, and international Organization experts, its role was to provide the General Secretariat with advice in developing guidelines relating to the acceptance, management and use of external funds.

Today, this has evolved into the Standing Committee on Ethical Matters (SCEM), which is just one part of an array of initiatives to support the modernization of our ethical and corporate responsibility framework.

This includes the creation of the Ethics and Corporate Responsibility (ECR) Office in 2020.

This annual report provides an overview of the ongoing endeavours to promote ethical behaviour and foster a culture of integrity as part of our continued commitment to the highest ethical standards.



Jürgen Stock
Secretary General

2. CHIEF ETHICS OFFICER MESSAGE

No organization is immune to unethical behavior and corruption. Integrity, among both our staff and stakeholders, as well as the trust of the public, is an immeasurable asset that the General Secretariat must protect. The Ethics and Corporate Responsibility (ECR) Office plays a pivotal role in fostering a culture of integrity and corporate responsibility. The ECR Annual Report 2023 provides a comprehensive overview of the initiatives and actions taken throughout the year to promote and strengthen this culture.

Our approach and efforts are based on the ECR multi-year programme of activities established in 2020, and on our core values, which are respect, integrity, excellence, teamwork, and innovation.

In 2023, two significant Codes of Conduct were adopted during the 91st INTERPOL General Assembly, one focusing on INTERPOL Meetings and the other on Election Campaign Activities and Appointments. These are of particular relevance with elections of several members of INTERPOL's Executive Committee and the appointment of the new Secretary General of INTERPOL due to take place in 2024.

The ECR Office also held the regular meetings of the Standing Committee on Ethical Matters (SCEM), which serves as an advisory board to the INTERPOL General Secretariat on ethical and due diligence matters.

As INTERPOL marked its centenary in 2023, the ECR Office organized the second season of the Leadership Dialogue entitled "INTERPOL 100 Years: What unites us as international civil servants?".

The ECR Office has continued to conduct activities aimed at promoting responsible conduct, as detailed in this report.

The Office remains committed to developing and enhancing the ethical and corporate responsibility framework in 2024, with plans to develop and introduce a new ECR programme of activities and priorities for the forthcoming years.



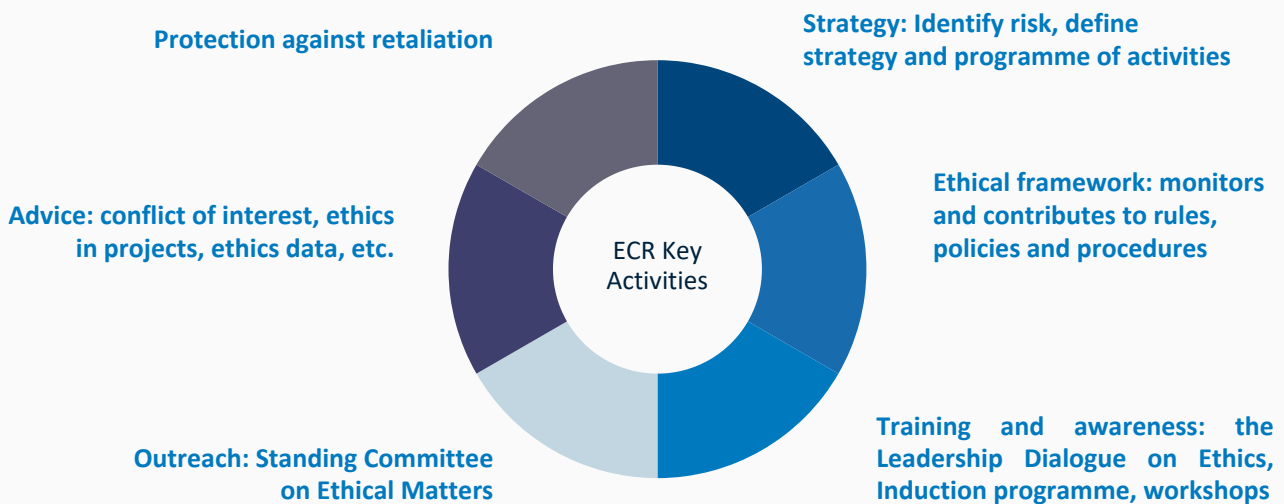
Sandrine Capsalas
Chief Ethics Officer

3. OUR MISSION

The mission of the Ethics and Corporate Responsibility (ECR) Office is to promote a culture of integrity and corporate responsibility. ECR bases its activities on the principles of confidentiality, independence and integrity, adhering to the Organization’s values: respect, integrity, excellence, teamwork and innovation.

The function of a Chief Ethics Officer was created in February 2020 within the Office of Internal Oversight Services (IOS), which in 2021 became the Directorate of the Office of Internal Oversight (OIO).

The ECR Office delivers its mission around six key activities



- Identify ECR risks and challenges, defines the strategy and the ECR programme of activities. Creates and implements the ECR Programme of Activities, ensuring that the ethics’ systems are in place and functioning properly;
- Provides guidance on individual and organizational questions relating to ethics and corporate responsibility and advises on ethics data and ethics in projects, as well as on specific conflict of interest situations;
- Monitors the effectiveness of the General Secretariat’s ethical and corporate responsibility framework; advises and contributes to adoption or modifications of internal rules, policies and procedures;
- Contributes to the creation and implementation of appropriate training programmes. Manages the “Leadership Dialogue” on Ethics. Oversees the ECR communication strategy, in cooperation with other units;
- Ensures the Secretariat of the Standing Committee on Ethical Matters, which acts as an advisory board to the INTERPOL General Secretariat.
- In charge of reviewing requests for protection against retaliation.

4. KEY MILESTONES

In 2023, ECR focused on the following key aspects:

Strengthening the Organization’s Ethical Framework: the **Code of Conduct for INTERPOL’s Meetings** and the **Code of Conduct for INTERPOL’s Election Campaign Activities and Appointments** were approved at the 91st INTERPOL General Assembly.

The celebration of the Centenary of INTERPOL was also a moment to revitalize the **Code of Ethics for INTERPOL Officials** with the publication of a special edition on INTERPOL’s public website.

For the first time, a dedicated page for **“Ethics and Values”** was created on INTERPOL’s public website.

In December 2023 **ECR’s mandate expanded** to include the protection against retaliation.

The **INTERPOL Standing Committee on Ethical Matters** had its annual in person meeting in Lyon in October. It welcomed **a new Chair and two new members** and was held, for the first time, over two full days. The ethics applied to new tools/technologies dimensions are now considered to be fully part of the SCEM’s mandate.

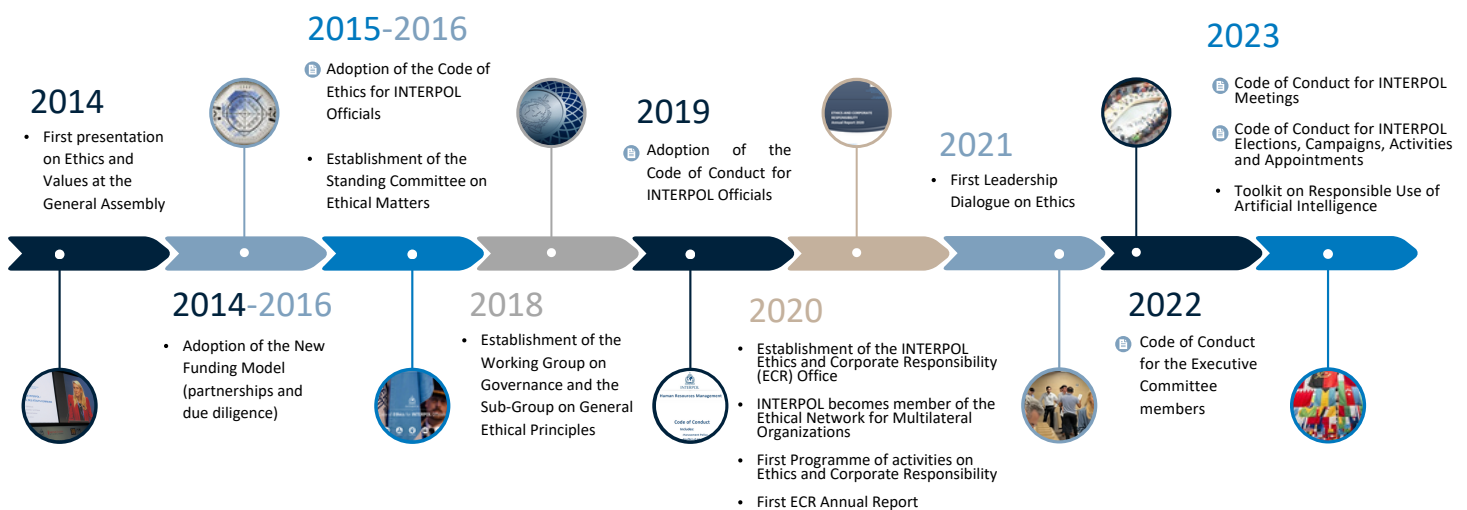
The Leadership Dialogue 2023 **“INTERPOL 100: What unites us as international civil servants?”** was conducted throughout the year.

The first Workshop **“At the Heart of INTERPOL Ethics”** was held at INTERPOL Global Complex for Innovation in September.

These results are a reflection of the meaningful contributions of all stakeholders throughout the General Secretariat’s duty stations, the support of the Secretary General, and the unwavering dedication of our staff, for which we are truly grateful.

The Organization has undergone significant reforms the last decade:

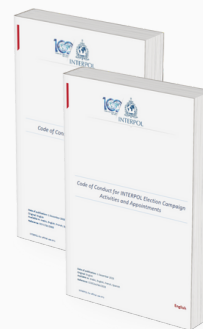
The chart presented below showcases some of the key reforms that significantly strengthen the governance structure and ethical framework of the Organization in the last decade.



Ethics in Governance

The **Code of Conduct for INTERPOL's Meetings** and the **Code for INTERPOL's Elections Campaign Activities and Appointments**, drafted by the Working Group on Governance, was approved by the 91st General Assembly.

The codes contribute to ensuring the highest standards of conduct during INTERPOL meetings as well as election campaign activities and appointments, thus enhancing the Organization's governance and maintaining and promoting public trust in the Organization.



Sessions of the **Working Group on Governance** were held through this year.

The Chief Ethics Officer prepared the sessions of the **Sub-Group on General Ethical Principles** to the Working Group on Governance, provided support to its Chair, with working documents, draft Codes, presentations, summary, advice and General Assembly report.

Updated Policies

2023 saw the finalization of the “Staff Instruction on Discipline”. It marked a pivotal moment, officially designating the Ethics Office with a crucial role in safeguarding staff against the threat of retaliation. This development is poised to strengthen the General Secretariat's speak-up culture.

A revised Staff Instruction on the “Acceptance of Gifts and Hospitality”, and a new “Administrative Instruction Engaging in Outside Activities and Interests” were also introduced.

Values and Ethics on the INTERPOL public website

A dedicated page for Ethics and Values was created on INTERPOL's [public website](#)

Along with its values, other ethical developments are shared, such as the work conducted by the Standing Committee on Ethical Matters and the Code of Ethics for INTERPOL Officials.

The Special Centenary edition of the Code of Ethics for INTERPOL Officials

In celebration of the INTERPOL Centenary, ECR sought to invigorate the Code of Ethics with a distinctive edition, featuring a foreword by the Secretary General. This unique edition symbolized the renewed dedication to ethical standards and principles.

The Centenary edition of the Code of Ethics has been already circulated, and can be found on the external INTERPOL website.

Ethics in New Technologies

A significant area of advice concerns ethics-related issues arising from the introduction of new technology or projects. Several initiatives – including externally funded projects – need an “ethical risk assessment” to ensure the appropriate ethical framework has been taken into consideration. The ECR office provided guidance to projects with this ethics-related components, notably **when using new technologies, such as Artificial Intelligence (AI)**.

In 2022, a discussion was initiated with the INTERPOL Innovation Centre to define an ethical framework when developing new technology for the law enforcement community. It focused on responsible AI and particularly the question of how to best mitigate and preempt the risks of interference with human rights and ethical principles, and to “guide the right actions” when it comes to the use of AI in law enforcement. In 2023, the Chief Ethics Officer attended the **Responsible AI Focus Group Meetings**. The Standing Committee on Ethical Matters enhanced its mandate to provide recommendations in ethics applied to new tools/technologies (AI and others).

The Leadership Dialogue on Ethics

Central to the work of the ECR Office is the commitment to promote awareness and understanding of the standards of ethical conduct, that all General Secretariat officials are expected to uphold across all duty stations worldwide.

The **INTERPOL Leadership Dialogue** initiative is based on the model developed by the United Nations. It fosters internal discussion among staff, encourages ethical behavior, and contributes to staff well-being, whilst also protecting the Organization’s interests.

For the second time, the Leadership Dialogue was launched organization-wide. In 2023, the selected topic was **“INTERPOL 100: What unites us as international civil servants?”**

All staff across every duty station engaged in a dialogue about the significance of being an international civil servant within INTERPOL. The Dialogue allows teams to discuss issues in an informal setting, enabling staff to raise concerns and provide feedback.

“At the Heart of INTERPOL Ethics” Workshop

The first Workshop “At the Heart of INTERPOL Ethics” was conducted at the INTERPOL Global Complex for Innovation (21 September 2023).

The objective of the workshop was to reinforce the ethical framework and expected conduct, as well as discussions on how to make ethical decisions through practical cases. Additionally, the workshop facilitated group discussions on activity-based topics and the ethical questions they raise. How to identify ethical risks, how to approach them, and how to ensure that they are appropriately addressed in our daily activities. The ECR Office intends to renew this initiative in 2024, furthering commitment to ethical practices within the Organization.

5. THE STANDING COMMITTEE ON ETHICAL MATTERS

The Standing Committee on Ethical Matters (SCEM) is an **advisory board** to the INTERPOL General Secretariat on ethical and due diligence matters.

In January 2023, Dr Stephen Maguire, Executive Director of the Centre on Values and Ethics, Carleton University, Canada became the new Chair of the SCEM, taking over from Ms Sylvia Schenk's mandate.

This year, the SCEM greeted two new members: Ms Ann Encontre, former Director of UNHCR's Ethics Office and Ms Anja Kaspersen, IEEE SA Director, Frontier Issues and Emerging Spaces and Carnegie Council for Ethics in International Affairs Senior Fellow/Co-Director, AI and Equality Initiative.

The **ethics applied to new tools/technologies** (AI and others) dimensions are now considered to be fully part of the SCEM's mandate.

For the first time, the SCEM Chairperson made a **presentation to the INTERPOL Executive Committee** in March 2023. Following this intervention, the Executive Committee decided that the Chairperson would make an annual presentation of the SCEM activities.

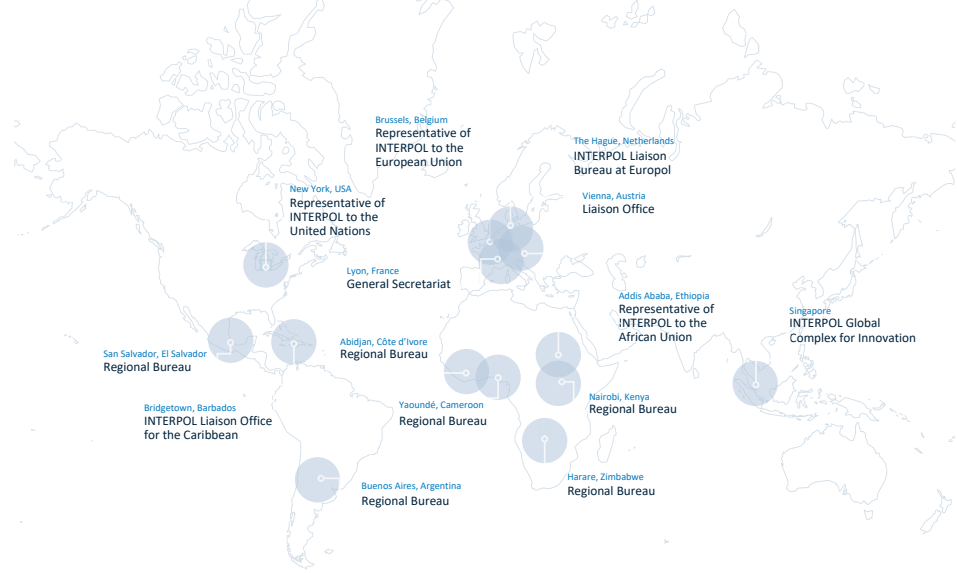
The online meeting of the SCEM was held on the 26 June 2023 and, for the first time, the Annual meeting of the SCEM took place over two full days (30 and 31 October) in Lyon.

In the sessions, the SCEM addressed several important issues and provided significant input, helping the Organization to advance on topics such as "Exploring Organizational culture in INTERPOL", "Partner Due diligence" activities, cooperation with private sector and Environmental, Social and Governance reporting (ESG). The SCEM made recommendations on the independence and positioning of the INTERPOL ECR Office.

Chair **Dr. Stephen Maguire**, Executive Director of the Centre on Values and Ethics, Carleton University, Canada

Members **Ms. Sylvia Schenk**, Lawyer, Transparency International, Germany
Mr. Alok Kumar Pateria, Police Officer (retired), Indian Police Service
Ms. Ann Encontre, former Director of UNHCR's Ethics Office
Ms. Anja Kaspersen, IEEE SA Director, Frontier Issues and Emerging Spaces and Carnegie Council for Ethics in International Affairs Senior Fellow/Co-Director, AI and Equality Initiative





6. AWARENESS AND COOPERATION

ENMO Ethics Network of Multilateral Organizations

The ECR Office is a member of the Ethics Network of Multilateral Organizations (ENMO), which seeks to promote wide collaboration on ethics-related issues. ENMO is composed of Ethics Officers from multilateral and intergovernmental organizations and is a relevant source of ethics-related material and best practice.

The Chief Ethics Officer attended the ENMO quarterly meetings and the annual in person meeting held on 12 – 15 September 2023, hosted by the Asian Development Bank (ADB).

Various topics were discussed such as: “The Ethics Office in the Overall Governance Structure”, “Using Human-Centered Science for Designing Effective Ethics Programs”, “An Inclusive Approach for Improving Engagement and Impact”, “Innovations in Impact Measurement”, “Ethics and Use of Innovative Technologies” and the ENMO Standards of Practice.

IEC/IARC/WHO - Ethics committee of the International Agency for Research on Cancer

The Chief Ethics Officer is a member of the **Ethics Committee of the International Agency for Research on Cancer – IARC** which is part of the World Health Organization, dealing with ethics and data protection issues. The Chief Ethics Officer attended four sessions of the IARC Ethical Committee, encouraging continued partnership with this Lyon-based international organization.

الإحترام

Integrity

Respect

Innovation

Intégrité

Respect

الابتكار

Innovación

Esprit d'équipe

Excellence

التميز

Respeto

Excelencia

Innovation

النزاهة

Integrity

العمل الجماعي

Trabajo en equipo

Integridad

Teamwork

Excellence

الإحترام

Innovación



ABOUT INTERPOL

INTERPOL's role is to enable police in our 196 member countries to work together to fight transnational crime and make the world a safer place. We maintain global databases containing police information on criminals and crime, and we provide operational and forensic support, analysis services and training. These policing capabilities are delivered worldwide and support four global programmes: financial crime and corruption; counter- terrorism; cybercrime; and organized and emerging crime.

More information is available at
INTERPOL/values and ethics webpage:

[Visit our website](https://www.interpol.int/values-and-ethics) 

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