
Sustainable Rice Platform Whistleblowing Policy



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About the Sustainable Rice Platform

The Sustainable Rice Platform e.V. (SRP) is a global multi-stakeholder alliance comprising over 100 institutional members from public, private, research, civil society and the financial sector. Originally co-convened by the International Rice Research Institute (IRRI), the United Nations Environment Programme (UNEP) and private partners, SRP is an independent member association, working together with its partners to transform the global rice sector by improving smallholder livelihoods, reducing the social, environmental and climate footprint of rice production, and by offering the global rice market an assured supply of sustainably produced rice.

Contact details

E-mail: info@sustainablerice.org

Web: www.sustainablerice.org

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Purpose and Scope

The purpose of the **Sustainable Rice Platform Whistleblowing Policy** is to set out the expectations and procedure for reporting wrongdoing in relation to the Sustainable Rice Platform (SRP). Wrongdoing may involve the activity of any SRP stakeholder, including Members' designated representatives, Board members, Technical Committee members, staff, consultants, and service providers, collectively referred to as "SRP participants." This Policy also provides guidelines for protecting the confidentiality of individuals who report wrongdoing in good faith.

Terms and Definitions

Whistleblowing — the act of reporting wrongdoing, unethical behavior, dangers, or illicit activity in relation to the people or programs of the Sustainable Rice Platform.

Examples of whistleblowing topics
Bribery, fraud, or graft
Deceptive or fraudulent supply chain practices
Deceptive or fraudulent assurance, verification, or training practices
Breaches of antitrust laws and policies
Abuse, exploitation, or harassment
Any other breach of legal or professional obligations, including breaches pursuant to the SRP Articles of Association, Bylaws, Policies, and Code of Conduct.

Ad hoc Ombudsperson — An SRP participant who is assigned tasks relevant to the processing, handling, and investigation of reports pursuant to this Policy. Ad hoc Ombudspersons are enlisted to assist with internal processes based on their expertise and specialized training. The role of ad hoc Ombudspersons is further detailed in the Board Manual.

Whistleblowing Liaison — A member of the SRP Board who serves as an additional reporting focal point, internal reviewer, and resource to facilitate implementation.

Duty to Report

The Sustainable Rice Platform holds participants to the highest standards of professional and ethical conduct, underpinned by the SRP Code of Conduct. SRP expects individuals to report wrongdoing internally, as soon as possible or practicable, and to report in good faith, i.e., they suspect or have discovered that wrongdoing occurred. When individuals report in good faith, SRP can promptly address wrongdoing and take appropriate action towards responsible parties.

Reporting Procedure

The Executive Director and/or Board Chair are jointly accountable for ensuring all reports of wrongdoing, unethical behavior, dangers, or illicit activity in relation to SRP are reviewed, investigated, and resolved in a timely manner.

Participants involved in the reporting procedure or, if applicable, subsequent investigation and resolution, shall declare any conflict of interest as soon as known or discovered. As a necessary and resulting action, such participants shall recuse themselves from their role in the process.

Any person who reports or receives a report of wrongdoing in relation to SRP shall follow this procedure:

Notifying Someone

1. Raise your concern of wrongdoing with the Executive Director. If bringing the concern to the Executive Director is not preferred by you, or if it is not applicable because you are neither employed by nor contracted to work for SRP, please contact the Board's Whistleblowing Liaison at whistleblowing@sustainableice.org.
2. You shall be offered the opportunity to maintain confidentiality.
3. If the concern relates to sexual exploitation, abuse, harassment, or violence, the Executive Director or Whistleblowing Liaison shall forward or submit the concern to safeguarding@sustainableice.org for action under the SRP Safeguarding Policy and coordinate with the Safeguarding Liaison.

Internal Review

4. The Executive Director or Whistleblowing Liaison may enlist an ad hoc Ombudsperson to assist with the internal review and subsequent steps in this procedure. The Executive Director, Whistleblowing Liaison, and ad hoc Ombudspersons are hereafter referred to as "reviewers."
5. Two people shall jointly review your concern as soon as possible.
6. The reviewers shall meet with you to gather more information.
7. You shall be allowed to bring a colleague, friend, family member, or other person to any meeting scheduled under this Policy. Any such person must agree to confidentiality of the disclosure and subsequent procedures related to it.
8. After meeting you, the reviewers shall either authorize an investigation internally, enlist an external investigator, or direct you to an alternative grievance mechanism. This decision will depend on the nature and seriousness of the concern and likelihood of criminality.

Investigation and Resolution

9. If the investigation is internal, the Executive Director, Whistleblowing Liaison, or an ad hoc Ombudsperson shall conduct an impartial, prompt, and credible investigation (hereafter "investigator").
10. Any investigation must be documented thoroughly and securely, including details of the concern, parties involved, details of interviews (date, time, location, and notes), and any paper or electronic documents and other files gathered in relation to the case.
11. The investigator shall submit findings for decision on disciplinary measures. If the Executive Director is a party to the investigation, findings shall be submitted to the Board Chair for action pursuant to the SRP Bylaws and Board Manual.

Our Commitment to Whistleblowers

SRP supports any individual raising a concern of wrongdoing made in good faith, even if a reported concern turns out to be inaccurate or unfounded.

SRP will not tolerate unfair treatment, hostility, harassment, or retaliation as a result of reporting a genuine concern. Any person who believes they have incurred such treatment or witnessed such treatment should inform the Whistleblowing Liaison without delay using the contact information provided below.

SRP shall impose disciplinary measures as required, up to and including termination of employment or contract.

SRP encourages any whistleblower who believes their concern was not handled impartially, expeditiously, or credibly to pursue recourse following procedures in the Organizational Grievance and Dispute Resolution Policy.

Confidentiality

Reports of suspected or known wrongdoing may be submitted on a confidential basis. Confidentiality means we will not disclose the identity of the reporting individual, and any personal data shared with us in the initial report or in subsequent conversations will be held in confidence until the case is resolved. Unless required to retain information for legal purposes, all personal data will be processed for deletion following the resolution of each case.

Contact Information

We invite any person who suspects or knows of wrongdoing in relation to SRP to contact one of the following focal points:

Sustainable Rice Platform

Name	Position	Email
Dr. Wyn Ellis	Executive Director	wyn.ellis@sustainablerice.org
	Whistleblowing Liaison	whistleblowing@sustainablerice.org

Review Schedule

The SRP Board will review this Policy at least every two years and may amend the Policy at any time. The Secretariat will notify SRP Members, staff, consultants, and service providers of any future versions and will publish these versions on the SRP website at <https://www.sustainablerice.org>.

Related Documents

SRP Assurance Scheme v 2.0
 SRP Code of Conduct
 SRP Confidentiality Policy
 SRP Privacy Policy
 SRP Safeguarding Policy