

## **Anti-Corruption Policy of the Geological Survey of Denmark and Greenland (GEUS)**

### **Introduction**

The Geological Survey of Denmark and Greenland (GEUS) is an independent research institution under the Ministry of Climate, Energy and Utilities. GEUS is fundamentally responsible for the scientific investigation of geological conditions in Denmark, Greenland, and their associated continental shelves. GEUS also works internationally, performing tasks both related to these regions and within broader international contexts.

GEUS employees, in the course of their activities, interact with a wide range of public institutions, organizations, citizens, companies, NGOs, and other partners, both nationally and internationally.

As a Danish public institution, GEUS is committed to values such as openness, democracy, legal certainty, integrity in task performance, loyalty, and quality.

GEUS is firmly committed to maintaining the highest standards of integrity and work ethics across all areas of activity, and to ensuring responsible management of public funds. Therefore, GEUS maintains a zero-tolerance policy towards corruption in all its forms.

This anti-corruption policy applies to all employees at GEUS. Its purpose is to promote and support behavior and work ethics that reflect a zero-tolerance stance on corruption. Actions that violate GEUS's anti-corruption policy may lead to employment-related consequences for the individual employee.

### **What is Corruption?**

Corruption is defined as the abuse of entrusted power for personal gain. It also includes attempts to induce individuals or organizations with entrusted power to misuse it through gifts, services, threats, or other actions intended to achieve personal benefit.

Corruption is commonly associated with bribery, fraud, embezzlement, or extortion. However, it does not necessarily involve the exchange of money; it can also involve offering services in exchange for advantages such as preferential treatment, special protection, expedited processing, unjustified access to data, or fabrication of research results.

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## **GEUS's Anti-Corruption Policy**

GEUS's anti-corruption policy aligns with the Danida Fellowship Centre's "Anti-corruption Code of Conduct." GEUS's code of conduct to eliminate corruption addresses the following areas:

### ***Conflicts of Interest***

We will avoid real or potential conflicts between personal interests and those of GEUS, including the ethical foundations of GEUS's research.

### ***Bribery***

We will not offer or accept any form of bribery.

### ***Extortion***

We will not seek to influence individuals or bodies by abusing our public position or through coercion or threats. We are alert to and will resist any attempt by others to extort or threaten GEUS employees into actions that conflict with our role or values as a public Danish research institution.

### ***Fraud***

We will not use deception, dishonesty, or breaches of trust to gain an unfair or dishonest advantage.

### ***Embezzlement***

We will not unlawfully appropriate or misuse property or funds entrusted to us.

### ***Gifts***

Employees of GEUS will never accept, request, or give gifts or other benefits that may be perceived as attempts to:

1. influence the performance of their duties, ethical judgment, or decision-making; or
2. influence other parties in the execution of their duties.

GEUS staff may still offer or accept ordinary hospitality and small courtesy gifts of minimal value, provided they are not considered to affect the relationship between the giver and the recipient.

### ***Nepotism and Favoritism***

We will not favor friends, family, or other close relations in recruitment, procurement, research services, or other situations.

### ***Reporting Corruption Incidents***

We will report and act upon any substantiated suspicion of violations of this code of conduct.

### ***Governance***

All GEUS employees are required, by virtue of their employment, to familiarize themselves with this code of conduct and to continuously respect and adhere to it. All employees must notify their supervisor of any

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substantiated suspicion or evidence of violations of this code.

Internally, GEUS ensures that all employees are informed of the anti-corruption policy through:

- An intranet page on anti-corruption, including access to the code.
- A presentation of the anti-corruption policy during mandatory onboarding for new employees.
- Internal guidelines and policies on gifts, representation, etc.

The zero-tolerance stance means that any employee who suspects or becomes aware of specific incidents of corruption, or encounters clear evidence of corruption or actions that raise reasonable suspicion of corruption, must immediately notify their supervisor. If the suspicion concerns the supervisor, the employee must instead contact the relevant deputy director for the department.

The supervisor or deputy director, in consultation with the Finance Department, is required to consider and act on the notification, including informing relevant Danish or foreign authorities and potentially reporting the matter to the police. In cases of suspected internal corruption, the supervisor or deputy director must also immediately notify HR to consider employment-related measures.