



NACS' anti-corruption policy

a. Anti-corruption vision

The National Agency of Civil Servants (NACS) is a specialized body of the central public administration, with legal personality, whose mission is to develop a professional, stable and impartial body of civil servants and create a record necessary for the management of staff paid from public funds, in order to adopt the performance standards at the level of the European Union. NACS's actions aim at rendering the public administration more efficient and at improving the relationship between the public administration and its main beneficiaries, the citizens. On this line, NACS exercises its duties with integrity and consolidates a body of civil servants characterized by integrity, impartiality, objectivity, accountability, honesty and fairness.

b. Anti-corruption mission

NACS makes every effort to prevent corruption in all its forms through administrative and management means, complies with the rules of conflicts of interest and incompatibilities and makes every effort to fight corruption through all the legal means at its disposal.

c. Anti-corruption values

- Integrity - NACS' staff has the obligation to declare any personal interests that may contradict the objective exercise of duties. At the same time, they are obliged to take all necessary measures to avoid situations of conflict of interest and incompatibilities;
- Priority of public interest - NACS' staff has the duty to consider the public interest above any other interest in performing their duties.
- Honesty and fairness - NACS' staff must not use the position held in order to obtain undue patrimonial or non-patrimonial benefits, for themselves, their families or close persons;
- Transparency - NACS' staff will ensure unrestricted access to public information, transparency of the decision-making process and the consultation of civil society, of citizens in this process.

To achieve the anti-corruption mission and vision and to meet the expectations of citizens, civil servants and other stakeholders, NACS' management together with the Agency's staff adhere to the fundamental values, principles, objectives of strategies, plans, national partnerships developed to prevent, combat and increase institutional integrity and transparency. It also complies with the requirements of the SR EN ISO 37001:2017 anti-bribery management system, which it continuously improves, complying with its underlying principles, namely:

- the principle of the rule of law based on which the rule of law is enshrined, all citizens being equal before it. It is based on respect for human rights and involves the separation of powers in the state;
- the principle of accountability according to which NACS is responsible for the fulfillment of duties, respectively for the modality of implementation and efficiency of strategies;
- the principle of responsible management of the risks generated by conducts lacking integrity, as an integral part of the managerial process carried out by NACS;
- the principle of proportionality in the development and implementation of anti-corruption procedures: NACS has developed, implements and maintains procedures proportionate to the risks and vulnerabilities to corruption and tailored to the resources and complexity of the institution;
- the principle of accountability at the highest level of commitment: NACS' leadership sends a clear message that bribery is not tolerated, including by the power of example. NACS' leadership implements the anti-corruption policy, recognizing that bribery is a violation of the fundamental values of integrity, transparency and accountability and that it undermines institutional effectiveness;
- the principle of preventing acts of corruption and incidents of integrity according to which the early identification and timely removal of the premises for the occurrence of corruption are a priority and imperative. In the public procurement process, NACS evaluates each tenderer, according to the legal standards, and performs periodic assessments of the risks of corruption;
- the principle of effectiveness in the prevention of corruption, which is based on the continuous evaluation of the performance of the anti-corruption management system, namely zero integrity incidents.
- the principle of cooperation and coherence, based on which NACS cooperates with all institutions and organizations with a mission in the field of preventing and combating corruption;
- the principle of public-private partnership, which recognizes the importance of co-opting civil society and the business environment in concrete activities to implement measures to prevent corruption;
- the principle of unrestricted access to information of public interest and decision-making transparency.

NACS aims to achieve a high degree of integrity and transparency in the development of the body of civil servants, the provision of public services and the exercise of the prerogatives of public power.

In this respect and in consideration of the provisions of GD no. 583/2016 on the adoption of the National Anti-Corruption Strategy for the period 2016-2020, of the sets of indicators, risks associated with the objectives and measures in the strategy and the verification sources, the inventory of institutional transparency and corruption prevention measures, as well as the publication standards regarding the information of public interest, NACS

ADOPTS THIS DECLARATION *through which it:*

- adheres to the fundamental values, principles, objectives and to the National Anti-corruption Strategy monitoring mechanism;

- commits to take all measures not to promise, give or take bribes directly or through intermediaries in any form, including commissions, loans or parts in payment of a public contract;
- prohibits the abusive exercise of the duties of the office at all hierarchical levels in order to bring benefit or harm to its own staff, any citizen, entity or interested party;
- defends and promotes the public interest above any other interest, in accordance with the observance of the principle of decisional transparency and unrestricted access to information of public interest in relation to citizens, the body of civil servants, public and private entities and all interested parties;
- makes every effort to ensure impartiality with respect to the interests of stakeholders and to take all measures to ensure that trafficking and the purchase of influence are not carried out within the institution;
- condemns corruption in all its forms and the conflict of interest as phenomena which affect the objectives of the institution and trust in the institution;
- adopts together with the representatives of the institution all the necessary measures in order to avoid situations of conflict of interests and incompatibilities;
- undertakes to adequately address the risks of corruption;
- encourages any person in good faith to signal with all confidence reasonable suspicions of violation of the law, benefiting from all the rights deriving from Law no. 571/2004 on the protection of staff in public authorities, public institutions and other units that report violations of the law and ensuring that they are not subject to retaliation, discrimination or disciplinary action;
- supports the implementation of the integrated management system at the level of the institution, including the anti-corruption component by integrating the requirements of this system with the institution's processes;
- commits to ensure adequate and appropriate resources for the effective implementation and continuous improvement of the anti-corruption component of the integrated management system;
- commits to communicate internally and externally regarding the anti-corruption policy, the importance of an effective anti-corruption management and the compliance with the requirements of the integrated management system - the anti-corruption component;
- strongly expresses its commitment to continue anti-corruption efforts by all appropriate legal and administrative means;
- promotes an appropriate anti-corruption culture through proven leadership in preventing corruption and adhering to ethical and legal standards in all activities of the institution;
- provides implementation, maintenance and analysis to improve the procedural framework for the anti-corruption component of the integrated management system.
- periodically self-assesses the anti-corruption component of the integrated management system.

NACS is committed to maintaining and continuously improving the anti-corruption component of the integrated management system that meets the Romanian legal standards and the international standard SR ISO 37001:2017.

The organization and functioning of the anti-corruption component of the integrated management system are ensured by the *Working Group on Integrity and Corruption Prevention at the level of the National Agency of Civil Servants*, appointed by President order. The Working Group represents the function of anti-corruption compliance, being exercised by persons with adequate competence, status, authority and independence to

coordinate the design and implementation of the anti-corruption component of the integrated management system, to advise and guide staff and ensure compliance with the requirements of SR ISO 37001: 2017.

Throughout the process of designing and implementing the anti-corruption component of the integrated management system, the Working Group on Integrity and Corruption Prevention can benefit from the support of the Integrity, Good Governance and Public Policy Directorate within the Ministry of Public Works, Development and Public Administration.

This anti-corruption policy applies within NACS, respectively to all departments, activities / processes, all employees and parties acting on behalf of and / or in the interest of NACS. The policy is communicated within the National Agency of Civil Servants, as well as to all partners and stakeholders, being available as documented information.