

R2P:

Report to Protect

**Whistleblowing System of the Federal Authority
for Nuclear Regulation (FANR)**



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FANR's Whistleblowing System

FANR's Board of Management (BoM) has established a whistleblowing system in line with:

- a) Article 15 of the 'Guide to Board Governance in the UAE Federal Government' approved by the Cabinet Resolution No. (2/9g) for 2020 and
- b) 'Anti-fraud Manual in the Federal Government' approved by the Cabinet Resolution No. 4/11M of 2018.

The system will constitute one central hub of FANR for receipt of all whistleblowing concerns including anonymous reporting by FANR employees as well as by FANR's suppliers, vendors, agents, representatives, consultants, contractors, sub-contractors, as well as those of the licensees holding licences granted by FANR and by members of the public.

Reporting Mechanism

The Whistleblowing System of FANR comprises of the following reporting channels that shall be accessible to FANR employees and its stakeholders to facilitate prompt reporting of any concern in a confidential manner:

- 1) Web reporting portal with feedback facility - available at [R2P.fanr.gov.ae](mailto:R2P@fanr.gov.ae)
- 2) Dedicated email account – send an email to R2P@fanr.gov.ae
- 3) In person (direct) communication with Chief Audit Executive (CAE) – Meeting can be scheduled by sending an email to CAE@fanr.gov.ae OR you may approach any of FANR's Inspectors to report any safety, security and safeguards concerns.

Scope of the whistleblowing

Scope of the whistleblowing includes the following:

- Fraud and misconduct Concerns pertaining to FANR and its employees
- Concerns related to safety, security and safeguards raised by applicants, former or current licensees' staff, licensees' contractors and other stakeholders, including the public, on issues directly and indirectly associated with the conduct of all activities related to the peaceful, safe and secure uses of nuclear energy and radiation sources within FANR's mandate.

Please refer to Appendix (1) for examples of concerns that could be reported via the Whistleblowing System.

The Chief Audit Executive shall make appropriate referrals for other areas reported beyond the scope of the Whistleblowing System.

Oversight and Management

The Audit and Risk Committee (ARC) of FANR's Board of Management shall oversee the whistleblowing system to sustain ARC's mandate by receiving whistleblowing referrals through the Chief Audit Executive and submitting investigation results and recommendations to the Board of Management.

The Chief Audit Executive under the oversight of the Audit and Risk Committee will manage FANR's whistleblowing channels.

To ensure its independence, the executive management of FANR, will not be part of this Whistleblowing System, except for those included investigating cases referred to the Fraud Investigation Committee of FANR.

The Audit and Risk Committee shall receive for review the quarterly status report from the Chief Audit Executive on all the whistleblowing concerns received through the Whistleblowing System and shall submit an annual report to the BoM on status of all whistleblowing concerns received through the system during a given year.

Investigations

Fraud and misconduct concerns that may be committed by any FANR's current or former employee, suppliers, vendors, agents, representatives, consultants, contractors and sub-contractors and the concerns of conflict of interest with FANR Management will be independently investigated by FANR's Fraud Investigation Committee Chaired by an Audit and Risk Committee member.

Concerns related to safety, security and safeguards reported by FANR applicants, current or former licensees' staff or licensees' contractors and other stakeholders, including the public, on issues directly and indirectly associated with the conduct of all activities related to the peaceful and safe uses of nuclear energy within FANR's mandate, will be investigated by FANR's Operations Division.

Confidentiality and Whistleblower Protection

All whistle-blowers will:

- Be able to report anonymously
- Receive an acknowledgement of receipt of their case
- Be able to track status of their case.

To ensure their confidentiality, records of all the reported concerns and the responses to them will be maintained within an independent incident and case management system managed by the Chief Audit Executive.

FANR will ensure protection from retaliation to all FANR employees who report a suspected concern in good faith, even if the concern is not substantiated, and will ensure confidentiality of the whistle blower's identity.

Appendix (1) – Examples of Concerns

(A) Fraud, misconduct and suspected incidents thereof, including, but not limited to, the following:

- Crimes and criminal behaviour by any of FANR employees,
- Violations by any of FANR employees of laws or regulations that may result in a gain to the perpetrator and/or a third party or a loss to FANR or loss of public funds,
- Violations by any of FANR employees of FANR's Code of Ethics and Professional Conduct,
- Deception by any of FANR employees, in their professional capacity, of others to obtain any financial or in-kind benefits,
- Unjust treatment by any of FANR employees, which may result in a gain to the perpetrator and/or a third party or a loss to FANR or loss of public funds,
- Intentional breaches by any of FANR employees of internal controls, policies, or applicable regulations that may result in a gain to the perpetrator and/or a third party or a loss to FANR or loss of public funds,
- Manipulation or deception by any of FANR employees in the use or presentation of FANR's financial statements,
- Any intentional unethical behaviour by any of FANR employees, which may result in a gain to the perpetrator and/or a third party or a loss to FANR or loss of public funds,
- Misuse by any of FANR employees of FANR property for personal benefits,
- Abuse of authority by any of FANR employees,
- Illegally destroying or deleting government records by any of FANR employees.
- Unauthorized disclosure of information, breach of confidentiality or data leakage by any of FANR employees,
- Embezzlement or false accounting by any of FANR employees,
- Corruption, offering or acceptance of bribes or kickbacks by any of FANR employees,
- Allegations against any of FANR employees,
- Potential undisclosed conflicts of interest by any of FANR employees,
- Collusion of any of FANR employees with any stakeholders, vendors, suppliers dealing with FANR,

- Deliberate covering-up by any of FANR employees of any of the violations mentioned above.

B) Concerns related to safety, security and safeguards raised by applicants, former or current licensees', contractors and other stakeholders, including the public, on issues directly and indirectly associated with the conduct of all activities related to the peaceful, safe and secure uses of nuclear energy and radiation sources within FANR's mandate, including, but not limited to, the following:

- Concerns about the safety, security or safeguards of FANR regulated activities, including potential violations of FANR regulatory requirements or potential violations of the Federal Law by Decree No. (6) of 2009 Concerning the Peaceful Uses of Nuclear Energy,
- Wilful violations of legislative or regulatory requirements through deliberate actions,
- Work environments that discourage workers from raising safety and/or security concerns, or other matters related to the FANR mandate, including wrongdoing or harassment, intimidation, retaliation and discrimination related to raising safety and/or security concerns,
- Radiological concerns or any other related danger to the health and safety of individuals,
- Safety/security culture concerns,
- Inadequate environmental protection against radiation hazards,
- Poor implementation of safety, security or safeguards requirements and obligations,
- Issues like Unsafe staffing levels, incorrect and/or falsification and/or ambiguity in documentation or records or inadequate qualifications are often the cause for concern because they are critical to the assurance of safety/security and protection of the nuclear facility, radiation source and the public.