
ETHICAL DILEMMAS FOR BUSINESS PARTNERS

Business Ethical dilemmas

In our daily work Sweco and its Business Partners are faced with situations where it can be difficult to know how to act. Here are some common dilemmas and how to manage them.

If you are uncertain how to act in a specific situation, always discuss it with Sweco representative.

1. Gifts and entertainment

In your role as a Business Partner to Sweco you would like to invite your contact person at Sweco to an exclusive dinner event. The event also includes promotional gifts and the attendance at a concert. Would that be a problem for Sweco?

Solution: Sweco has a restrictive policy for gifts and entertainment. For this reason Sweco employees may not accept business gifts nor participate in exclusive dinner events. Doing so can be a violation of laws on corruption. Only minor gifts and moderate business dinners, with symbolic value that could not be seen by anyone as an attempt to influence a decision, could be accepted.

2. Family relationships

Your father-in-law is the project manager of a major project within Sweco. In his role as project manager he urgently needs a sub-contractor with your skills and expertise. There are other sub-contractors with the same skills and expertise, but given your family bond you expect to have an advantage. Is that in line with how Sweco should operate?

Solution: Sweco chooses its Business Partners based on their competence and skills. Family bonds and other relationships of a personal nature may not influence the choice of sub-contractors or other Business Partners.

3. Acceleration fees

In your role as a local agent, you are supporting Sweco to start up a project in your country. The timing of the start-up depends on certain permits from local authorities, which can involve some extensive administration and bureaucracy. Given your social network and insights into the relevant authorities, you have means and methods to speed up the permission process. Would that be a problem for Sweco?

Solution: It is the policy of Sweco never to pay facilitation payments or to use any other improper means to accelerate an authority decision process. Using an agent or other third party does not help, as Sweco are just as responsible for the actions of a third party used as an agent as for its own actions.

4. Interaction with others

In your role as a Business Partner to Sweco you sometimes also work for other companies. What the other companies ask you to do is not in line with the Code of Conduct of Sweco. Would that be a problem for your relationship to Sweco?

Solution: Sweco chooses its Business Partners carefully. The Sweco Business Partner Program is one of the tools used by Sweco to validate ethical and correct behavior among its Business Partners. We expect our Business Partners to act in line with our CSR-policy and our Code of Conduct. If you are inclined to use business methods which violates our standards on Business Ethics, Sweco will not be able to work with you.