

## Sanctions Policy

### 1. Introduction

This policy outlines the guidelines and procedures which ESE will follow when dealing with individuals or institutes who work or reside in countries that are subject to financial sanctions from the UK Government (see Appendix 1).

### 2. Scope

The scope covers any relationship and/or financial transaction with an individual or institute for the following activities:

- ESE Membership – individual and organisational membership.
- ESE Events – online and physical events, as delegates, speakers, chairs.
- Abstracts – oral communications and posters, and publication.
- Committees and working groups (including journal) – as a member or chairmanship.
- Grants – all (including journal).
- Awards – all (including journal).
- Journals – submission and sales.

### 3. Principles

ESE will follow the conditions set out below. Individuals, institutes and organisations from a sanctioned country will be checked through a 3rd party compliance checker. If there is an alert raised on the individual, institute or organisation then ESE will not be able to continue the relationship or transact with them.

Membership – current, new and renewing	Individual membership permitted from sanctioned countries but all individuals from sanctioned countries and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted.
Membership - National Partner Societies	Russia and Belarus suspended. No suspensions for other sanctioned countries. Main contacts to go through compliance check (for countries on sanction list).
Membership - Specialist Partner Societies	Not permitted for Russia and Belarus. No restrictions for other sanctioned countries but main contacts and organisation to go through a compliance check (for countries on sanction list). No sanctioned individuals or sanctioned institutions permitted.
ESE Events – attending online events	Event attendance permitted from sanctioned countries but all individuals from sanctioned countries and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted.
ESE Events – attending in-person events	Event attendance permitted from sanctioned countries but all individuals from sanctioned countries and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted.

ESE Events – speakers, chairs, faculty	Not permitted for Russia and Belarus (they are not allowed to speak or chair). No restrictions for other sanctioned countries but all individuals from sanctioned countries and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted.
Event abstracts – e-posters	Abstracts permitted from sanctioned countries but all first and corresponding authors (aka first author and corresponding author) from sanctioned countries and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted to have abstracts accepted or published.
Event abstracts – Oral Communications	Not permitted for Russia and Belarus. No restrictions for other sanctioned countries but all first and corresponding authors from sanctioned countries and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted.
Committees and working groups, editorial boards etc	Not permitted for Russia and Belarus. No restrictions for other sanctioned countries but all individuals from sanctioned countries and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted.
Grants	Not permitted for Russia and Belarus. Grants not permitted (or possible) for countries under banking sanctions. ESE is not permitted to make payments through third parties (see section 4 below for further information).
Awards	Not permitted for Russia and Belarus. No restrictions for other sanctioned countries but all individuals and their institution to go through a compliance check. No sanctioned individuals or individuals from sanctioned institutions permitted. ESE is not permitted to make payments through third parties (see section 4 below for further information).
Journals - EJE	<p>New sales transactions in Russia and Belarus have been stopped, except for where institutions or individuals are not subject to international sanctions. Access to content under current contracts has not been withdrawn.</p> <p>Authors from Russia and Belarus can continue to submit their work. Editors will follow usual practice on “Fair Play”: “The editor should evaluate manuscripts for their intellectual content without regard to race, gender, sexual orientation, religious belief, ethnic origin, citizenship, or political philosophy of the authors.”.</p>
Journals – Endocrine Connections	Articles permitted from sanctioned countries however, any articles that include a sanctioned individual or sanctioned institute will not be published.

#### 4. Financial Payments

Payments are **not permitted** (and in some cases not possible) for countries under banking sanctions (e.g. Russia and Belarus).

Payments are **not permitted** to individuals, institutes or organisations which are under financial sanctions from the UK Government.

In the interest of clarity, ESE will not make payments to an individual who is sanctioned whether to them as an individual or their institution or organisation nor we will make payments to an institution or organisation if it is subject to sanctions, even if the individual is not subject to financial sanctions from the UK Government.

ESE will not transfer funds (eg, for a grant, award or expenses) to any third parties, with the exception that payments can be made to the awardee's institution or organisation (as long as they are not under financial or banking sanctions).

For payments to an individual/awardee the bank account must be in the name of the individual who is receiving the payment. Payments can be made to the individuals institution.

If the payment is to an institution or organisation then supporting documentation, such as a letter head document containing the banking information must be supplied.

#### **5. Review and Amendments**

This Sanctions Policy will be reviewed periodically to ensure its continued compliance.

#### **6. Acknowledgment**

By participating in ESE activities, individuals, institute or organisation are deemed to have read and agreed with the conditions of this Sanctions Policy.

#### **7. Communication**

This Sanctions Policy will be made available to all through the ESE website and other appropriate channels.

**Appendix 1 – List of countries subject to financial sanctions from the UK Government**

Afghanistan
Belarus
Bosnia and Herzegovina
Central African Republic
Democratic People's Republic of Korea
Democratic Republic of the Congo
Guinea
Guinea-Bissau
Haiti
Iran
Iraq
Lebanon
Libya
Mali
Myanmar
Nicaragua
Russia
Somalia
South Sudan
Sudan
Syria
Venezuela
Yemen
Zimbabwe

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