

ESPE Sanctions Policy

1. Introduction

This policy outlines the guidelines and procedures which ESPE 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). UK is a charitable company registered in the UK.

2. Scope

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

- ESPE Membership
- ESPE Events – online and physical events, as delegates, speakers, chairs and convenors
- Abstracts – oral communications and posters, and publication
- Committees, boards, groups and working groups – as a member or chair
- Grants
- Awards
- Journals

3. Principles

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

Membership – current, new and renewing	Applications for membership are permitted from individuals residing in a sanctioned country, but both the individual and their institution will be required to go through a compliance check*. No sanctioned individuals or individuals employed by or affiliated to sanctioned institutions are permitted to join ESPE or renew as a member.
Membership - Affiliated Societies Scheme	Russia and Belarus membership suspended. Currently there are no suspensions for other sanctioned countries, however the main Society contact for countries on a sanction list are required to go through a compliance check.
ESPE Events – attending online events	Event attendance is permitted from individuals residing in a sanctioned country, but both the individuals and their institution are required to go through a compliance check. No sanctioned individuals or individuals employed by or affiliated to sanctioned institutions are permitted to attend an online event.
ESPE Events – attending in-person events	Event attendance is not permitted for individuals residing in Russia and Belarus. Event attendance is permitted from individuals residing in other sanctioned countries, but both the individuals and their institution are required to go through a sanctions compliance check. No sanctioned individuals or individuals employed by or affiliated to sanctioned institutions are permitted to attend an in-person event.

ESPE Events – speakers, chairs, faculty	Not permitted for Russia and Belarus (they are not allowed to convene, chair or speak). Event involvement is permitted from individuals residing in other sanctioned countries, but both the individuals and their institution are required to go through a compliance check. No sanctioned individuals or individuals employed by or affiliated to sanctioned institutions are permitted to contribute to an online event.
Event abstracts – e-posters	Abstracts permitted from sanctioned countries but all authors from sanctioned countries and their institution are required to go through a compliance check. No sanctioned individuals or individuals employed by or affiliated to sanctioned institutions are permitted to have abstracts accepted or published, or presented in any way (oral, poster).
Event abstracts – Oral Communications	Not permitted for Russia and Belarus. No restrictions for other sanctioned countries but all authors from sanctioned countries and their institution are required to go through a compliance check. No sanctioned individuals or individuals employed by or affiliated to sanctioned institutions are permitted.
Committees and working groups, editorial boards etc	Membership is not permitted for individuals residing in Russia and Belarus. No restrictions for other sanctioned countries but all individuals from sanctioned countries and their institution are required to go through a compliance check. No sanctioned individuals or individuals employed by or affiliated to sanctioned institutions are permitted.
Grants	Not permitted for Russia and Belarus. Grants not permitted (or possible) for other countries under banking sanctions. ESPE is not permitted to make payments through third parties (see section 4 below for further information). No sanctioned individuals or individuals employed by or affiliated to other sanctioned institutions are permitted to apply (or be nominated) for an ESPE grant.
Awards	Not permitted for Russia and Belarus. No restrictions for other sanctioned countries but all individuals and their institution are required to go through a compliance check. No sanctioned individuals or individuals employed by or affiliated to other sanctioned institutions are permitted. ESPE is not permitted to make payments through third parties (see section 4 below for further information).
Journal – HRP	Karger, is the owner and publisher of <i>Hormone Research in Paediatrics</i> (HRP) and have issued the following statement: Publishers Condemn Invasion of Ukraine by Russia Karger Publishers which concludes: <ul style="list-style-type: none"> • Karger have suspended sales and marketing of products and services to research organisations in Russia and Belarus. • Karger publish and distribute manuscripts from authors in these countries in the independent way set out in the COPE guidelines for research which states: "Editorial decisions should not be affected by the origins of the manuscript, including the nationality, ethnicity, political beliefs, race, or religion of the authors."

*compliance checks are conducted for individuals and institutions via [CreditSafe](#).

4. Financial Payments

Payments are **not permitted** (and in some cases not possible) from 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, ESPE will not make payments to an individual who is sanctioned whether to them as an individual or their institution or organisation nor will we 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.

Where there are no sanctions restrictions, 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 letterhead document containing the banking information must be supplied.

5. Review and Amendments

This Sanctions Policy will be reviewed quarterly in conjunction with the Risk Register by ESPE Council and in response to the political landscape to ensure its continued compliance.

6. Acknowledgment

By participating in ESPE activities, individuals, institutes or organisations 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 ESPE website and other appropriate channels.

8. Appeals process

Individuals wishing to appeal a decision must submit a written appeal to the ESPE Council via the ESPE secretariat (secretariat@europspe.org) within 30 days of receiving the decision. The appeal should clearly outline the grounds for appeal and provide any supporting documentation. Upon receipt of the appeal, the ESPE Council will acknowledge the submission within five business days and review the materials at the next scheduled Council meeting. The Council may request additional information from the appellant if necessary. All appeals will be considered impartially, and the Council's decision will be communicated in writing within 14 days following the meeting.

The appeals process is designed to ensure fair and transparent consideration of any concerns or disputes arising from ESPE decisions. If the appellant remains dissatisfied with the outcome, a further review may be requested, which will be conducted by an independent panel appointed by the ESPE Council. The decision of the independent panel will be final.

Version 4: December 2025

Approved by ESPE Council: 5th December 2025

Review date: Annually in December

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

Correct February 2025