

NORDIC STATEMENT on the Conclusion of the Review Mechanism's mandate and the future of the review process.

Madam President,

I have the honour of speaking on behalf of the Nordic States Parties: Denmark, Finland, Iceland, Norway, and my own country Sweden.

The Review Process has been an immense joint effort. We whole-heartedly thank the Review Mechanism, in particular Ambassador Michael Imran Kanu and Paul van den Ijssel, the *ad country* focal points for their work and guidance in the past years. We extend our appreciation to the Assembly mandate holders, the Court focal points, as well as all the State Party delegates. We welcome and commend the Court's efforts and engagement in the process.

As we have completed the assessment phase, we need to continue to focus on implementation. This is probably the most important part of the Review Process. We welcome that implementation oversight will become part of the regular structures of the Assembly of States Parties. Enhancing the Court's governance, and further implementing the One Court Principle, is and will be of utmost importance. An important outcome of the review was the introduction of an efficient tenure policy for management positions that could improve staff motivation and internal mobility.

We particularly welcome continued discussions on workplace culture and tenure policy within ASP structures. We also welcome that continued attention will be given to the Trust Fund for Victims, after the conclusion of the RM. The conclusion gives us an opportunity to look at how current facilitations could be restructured.

Madam President,

One of the major issues that the Independent Experts Review identified was the workplace culture at the Court. The Nordic Countries have during the Review Process placed particular emphasis on improving workplace culture and staff wellbeing. We acknowledge the efforts of the Court so far. However, the staff surveys as well as the latest IOM-reports show that much more work has to be done. It is for the senior management of the Court, as a top priority, to improve the workplace culture at the Court. We encourage continued commitment and steps towards concrete improvements. A healthy working environment would also enhance the efficiency of the Court.

We can reassure the staff of the Court, that an inclusive and healthy workplace culture, staff wellbeing and gender equality will remain a priority for the Nordic States.

We believe that active participation by staff in the implementation of recommendations, including through the Staff Union Council, is key to sustainable results.

The Nordic States Parties remain committed to ensuring that the ICC and the Rome Statute System are optimized to deliver on their core mandate of fighting impunity and delivering justice for the victims.

Thank you.