



2025

Annual Report



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1 Foreword

As President of the Integrity Chamber, I am pleased to present the 2025 Annual Report. This past year has underscored the vital role that integrity plays in strengthening public trust and ensuring the effective functioning of government. In a rapidly evolving society, where expectations for transparency and accountability continue to rise, the Integrity Chamber remains committed to upholding the highest standards of ethical governance.

From its inception, the Integrity Chamber was designed as an independent institution—one that operates with autonomy, impartiality, and a clear mandate to safeguard the integrity of public administration. This independence is not symbolic; it is essential. It allows the Chamber to carry out its responsibilities objectively, free from undue influence, and with the confidence of the people it serves.

Throughout 2025, the Chamber continued to focus on prevention, awareness, and collaboration. These pillars guide our work and reflect our belief that integrity is best strengthened not only by addressing wrongdoing when it occurs, but by creating the conditions in which ethical conduct becomes the norm. Through advice, outreach initiatives, and ongoing engagement with both government entities and the public, the Chamber has worked to embed integrity into the daily operations of public service.

Additionally, the Integrity Chamber continued to strengthen its collaboration with the High Councils of State, the Social Economic Council, and the Law Enforcement Council. These institutions play a vital role in safeguarding the integrity and stability of our society.

A modern society requires modern institutions—ones that are proactive, resilient, and responsive to emerging challenges. The Integrity Chamber embraces this responsibility. By promoting open communication, supporting the development of strong integrity frameworks, and encouraging a culture where concerns can be raised safely and responsibly, we contribute to a governance system that is both effective and principled.

I extend my appreciation to the dedicated staff of the Integrity Chamber, to our partners across government, and to the members of the public who continue to engage with and support our mission. Together, we are building a foundation of trust that strengthens our democracy and ensures that integrity remains at the heart of public service.



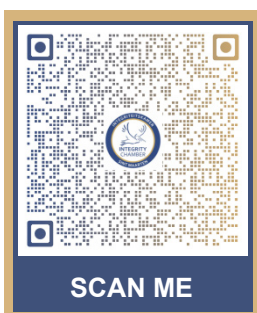
Rik Bergman
President Integrity Chamber

2 Introduction

2.1 Legal basis

The Integrity Chamber Sint Maarten hereby presents its Annual Report 2025 to the Government of Sint Maarten, Parliament of Sint Maarten, the Kingdom Council of Ministers, and the public, where an account is given for the activities conducted from January 1, 2025, to December 31, 2025.

The annual report describes the legal tasks and other activities of the Integrity Chamber, which finds its basis in the National Ordinance Integrity Chamber (In Dutch: '*Landsverordening Integriteitskamer*, AB 2017, no. 41') (hereafter: the Ordinance).



Scan the QR-code
to read the
Ordinance

This annual report, as required by Article 36 of the Ordinance, contains a description of all activities conducted by the Integrity Chamber in 2025, except where there is a regulated requirement for confidentiality, as is stated in Articles 37 and 38 of the Ordinance.

The annual report of the Supervisory Council, as required by Article 14, paragraph 4, of the Ordinance, can be found after the annual report of the Integrity Chamber.

2.2 Reading guide

The third chapter of this report provides the activity highlights of the Integrity Chamber. Chapter four (4) describes the organisational structure of the Integrity Chamber, as well as its mission, vision, and core values. Chapter five (5) briefly describes the tasks of the organisation, while Chapter six (6) provides an overview of the Integrity Chamber's 2025 activities. Finally, Chapter seven (7) provides an update on the finances of the Integrity Chamber.

“Integrity
is doing
the right
thing.”

3 Highlights

Highlights of the Integrity Chamber's 2025 activities include the submission of an advice for an Internal Whistleblowing Policy to the Government of Sint Maarten, and the Chamber's Integrity Symposium under the theme: Whistleblowing – Encouraging Accountability. The advice and the symposium provided information centred on the critical role that reporting wrongdoing plays in strengthening Sint Maarten's integrity systems.

A modern society depends on institutions that operate with transparency, accountability, and integrity. As public administration grows more complex, so do the risks that misconduct may go unnoticed or unaddressed. The ability to raise concerns about wrongdoing from within an organisation, is therefore an essential safeguard for good governance.

Whistleblowers often serve as the first line of defense against actions that can undermine public trust, misuse public resources, or compromise the quality of public service. Their willingness to speak up strengthens oversight, deters unethical behaviour, and ensures that the values guiding our public institutions are upheld in practice, not only in principle. In this way, whistleblowing contributes directly to the resilience and credibility of government.

An important aspect of the Integrity Chamber's focus was addressing the stigma surrounding whistleblowing. Too often, the term carries

connotations of disloyalty or internal conflict, which can discourage individuals from reporting wrongdoing even when doing so serves the public interest. Throughout the year, the Chamber worked to reframe whistleblowing as a constructive, responsible act; one that strengthens institutions rather than undermines them. Through its advice and the symposium, the Chamber emphasized that speaking up is an act of courage, and is essential to building a culture where transparency and accountability are genuinely upheld.

For the Integrity Chamber, addressing the importance of whistleblowing is not only a matter of public interest; it is a legal obligation. Article 16, paragraph 5 of the National Ordinance mandates the Chamber to provide advice on Compliance Officers, Confidential Advisors and Whistleblowing; all advice meant to promote integrity and strengthen government's integrity infrastructure. By speaking openly about whistleblowing, its purpose, its protections, and its role in safeguarding the public good, the Chamber fulfils a core element of its statutory mission.

As we present the 2025 Annual Report, the Integrity Chamber reaffirms its commitment to fostering an environment where concerns can be raised responsibly and without fear and where transparency and accountability remain at the heart of public service. By encouraging a culture of speaking up, we help build a stronger, more trustworthy future for everyone.

4 The Integrity Chamber

4.1 Mission, Vision & Values



MISSION

"It is the Integrity Chamber's mission to instil the need for integrity awareness and ethical behaviour within Government and the community, and by doing so, stimulating and increasing, a level of trust internally in Sint Maarten and outwardly in terms of international relations."



VISION

"It is the Integrity Chamber's vision to instil the continuous importance of personal and public integrity within all levels of government, businesses, and the public."



CORE VALUES

The Integrity Chamber recognises the following core values as values that are indispensable to the effectiveness and efficiency of the organisation:

- Integrity
- Professionalism
- Respect
- Independence

With the establishment, implementation, and application of processes and procedures that exhibit the above-mentioned core values, the integrity of the organisation will be ensured.

4.2 Organisation

The structure of the Integrity Chamber consists of Members, a Secretariat, and a Supervisory Council.

4.2.1 Members

The Members of the Integrity Chamber provide guidance to the Secretariat with regard to the performance of the organisation's tasks, in accordance with the National Ordinance Integrity Chamber.

The Integrity Chamber is comprised of three (3) members. The members are appointed for a term of three (3) years and can be reappointed once for the same term.

In 2025, the Integrity Chamber bade farewell to its founding members, Mr. Rafael Boasman and Mr. Hans Lodder, upon the conclusion of their tenure. Both Mr. Boasman and Mr. Lodder were appointed as quartermasters in April 2018, playing crucial roles in establishing the Integrity Chamber. Their leadership and vision have been

foundational to the organisation's success. The members and staff of the Integrity Chamber extend their deepest gratitude for their service and wishes them continued success in their future endeavours. Their legacy will undoubtedly inspire ongoing efforts to uphold integrity within Sint Maarten.

Recruitment was initiated to replace Mr. Boasman and Mr. Lodder. In 2025, there were two (2) members appointed to the Integrity Chamber.

- **Mr. G.R. (Rik) Bergman**, also president, appointed by Royal Decree on the binding recommendation of two (2) other members, from January 1, 2024, for a period of three (3) years.
- **Dr. J.E. (Johan) Datema**, appointed by National Decree on the binding recommendation of the Council of Ministers of Sint Maarten on July 1, 2025, for a period of three (3) years.

The recruitment of the third member is ongoing.



President Bergman, Mr. Boasman, Mr. Lodder and Director, Charna Pompier.



President Bergman and member, Dr. J. Datema at the swearing in ceremony with his Excellency, the Governor of Sint Maarten, Ajumu Baly, LL.M.



President and Director delivering the 2024 Annual Report to Prime Minister, the honorable Dr. Luc Mercelina.

4.2.2 Secretariat

The Integrity Chamber is supported by a Secretariat, headed by the Director, Ms. Charna Pompier. The Secretariat carries out the daily activities of the Integrity Chamber. The staff of the Secretariat is solely accountable to the members of the Integrity Chamber according to Article 11, paragraph 4, of the Ordinance.

In 2025 the Secretariat consisted of six (6) FTE's, including the Director. To execute the tasks of the Integrity Chamber, the Secretariat consists of personnel with legal, policy writing, research, communication, and administrative expertise.

4.2.3 Supervisory Council

The Integrity Chamber has a Supervisory Council, based on Article 13 of the Ordinance, which oversees specific activities of the Integrity Chamber.

The Supervisory Council is comprised of three (3) members. The members are appointed for a term of three (3) years and can be reappointed once for the same term. In 2025, the Supervisory

Council members were:

- **Mr. C.R.M. (Clifton) Wallé**, also Chairman, appointed by Royal Decree on the binding recommendation of the two (2) other members on November 1, 2025, for a period of three (3) years;
- **Mr. E.L. (Leon) Lake**, appointed by National Decree on the binding recommendation of the Council of Ministers of Sint Maarten from January 1, 2020, for a period of three (3) years, and reappointed for another three (3) year term; and
- **Ms. S.C. (Sophie) van Bijsterveld**, appointed by National Decree on the binding recommendation of the Council of Ministers of the Netherlands from January 1, 2020, for a period of three (3) years, and reappointed for another three (3) year term.

A special task of the Supervisory Council is the granting of authorisation for on-site investigations. The Supervisory Council also handles complaints against the Integrity Chamber regarding the legality and proportionality of the Chamber's use of its authorities.

“Integrity is
holding yourself
accountable.”

5 Tasks

The Ordinance outlines the core tasks of the Integrity Chamber. Those tasks are:

- to provide advices and proposals on policies that promote integrity;
- to investigate suspected misconducts; and
- to strengthen awareness on integrity in the community.

In the event of an exceptional case of a significant nature, consulting the Integrity Chamber is mandatory, even if the Ordinance does not directly provide for this. This could include, for example, draft legislation and regulations meant to improve integrity or which have an integrity component to them, on which the Integrity Chamber has not yet officially advised or made a proposal.

5.1 Advices and Proposals

Based on Article 16, paragraph 1, of the Ordinance, the Integrity Chamber is tasked with giving advices or making proposals on policies to improve integrity in Sint Maarten. Advices and proposals can be given on the Integrity Chamber's own initiative or at the request of the Prime Minister, the responsible minister or Parliament.

With its advices and proposals, the Integrity Chamber aims to identify, assess, and address procedural gaps or loopholes to strengthen the integrity infrastructure of Sint Maarten. The Integrity Chamber oversees the implementation of its advices and proposals.

5.2 Consultation

The Integrity Chamber must be consulted based on Article 16, paragraph 2, of the Ordinance. This consultation role is required in cases prescribed by the Ordinance in all exceptional cases of a significant nature, and in any other cases in which the Government or Parliament deem it necessary.

5.3 Investigations

Articles 25 and 26 of the Ordinance give the Integrity Chamber the authority to investigate suspected misconducts within Administrative Bodies and Government entities.

Investigations can be started in response to a notification of suspected misconduct or on the Integrity Chamber's own initiative. Anyone can file a notification of suspected misconduct.

A (suspected) misconduct relates to an act or failure by an administrative body to adhere to values and norms, legal requirements, or other obligations through which the interest of society, or the proper functioning of an administrative body could be harmed.

Misconducts can be categorised as (financial) irregularities or unwanted behaviours. These can be further subcategorized.

See below table for a (non-exhaustive) list of misconducts.

Based on the findings of an investigation, the Integrity Chamber can issue a binding advice, in accordance with Article 26, paragraph 3 of the Ordinance.

5.4 Awareness

Article 16, paragraph 5, of the Ordinance, stipulates that the Integrity Chamber is responsible for continuously providing information to strengthen integrity awareness in the community.

To foster awareness within Administrative Bodies and the broader community, the Integrity Chamber uses a variety of methods, including informational videos, integrity sessions, workshops, and community outreach activities.

Misconducts: Irregularities and Undesirable behaviours	
Non-compliance	Aggression /Violence
Conflicts of interest	Intimidation
Favors for family and friends	Discrimination (gender, origin, race, sexual orientation)
Leaking of confidential information	(Sexual) harassment
Misuse of organisational resources	Bullying
Fraud, bribery, corruption, embezzlement	Non-communication

6 2025 Activities

In this chapter, the various activities executed in 2025, based on the core tasks and the role of the Integrity Chamber, are described.

6.1 Advices and Proposals

6.1.1 Advice on the implementation of an Internal Whistleblowing Policy

In 2025, the Chamber submitted an advice to the Government of Sint Maarten advising on the establishment and implementation of an Internal Whistleblowing Policy. This advice was submitted on the Integrity Chamber's own initiative.

An Internal Whistleblowing Policy is an important component within Government's integrity infrastructure. Whistleblowers play a critical role in promoting transparency and accountability from, and within, organisations. An internal whistleblowing policy therefore serves as a crucial mechanism for organisations to detect and address misconduct, fraud, and other illegal or unethical behaviours. When employees are provided with a safe, inclusive and confidential way to report concerns, organisations can foster a culture of accountability and integrity.

The advice provides information on the relevance, benefits, and the important elements of an Internal Whistleblowing Policy, as well as the processes and procedures and important whistleblower protections necessary for the policy. The advice from the Integrity Chamber on an Internal Whistleblowing Policy included the following:

Step 1: Develop a Plan of Approach

The implementation of the Internal Whistleblowing Policy should begin with a phased Plan of Approach. This plan should contain each step of the implementation process with a feasible and practical timeline, as well as the necessary factors, stakeholders, capacity, tools, and finances necessary for every step.

Step 2: Create a Culture of Integrity

Emphasis should be placed on the awareness of the norms and values of the organisation and the role of management and employees in promoting and maintaining these norms and values, thereby creating a culture of integrity.

This can be accomplished by (1) facilitating regular integrity discussions, (2) actively supporting the organisation in creating a culture of integrity, (3) providing the tools or resources necessary to start promoting integrity, (4) showing unwavering commitment to working towards a culture where integrity issues or misconducts are safely reported and (5) ensuring the occurrence of meetings, discussions or trainings, all centred around the topic of integrity, and integrity-related aspects.

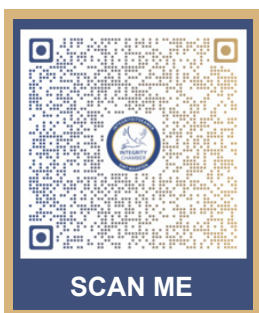
Step 3: Design the Policy

Government can create an internal whistleblowing policy that emphasizes (1) what Government wants to achieve with this policy and (2) how government employees can be encouraged to report misconducts; especially those misconducts that are most damaging to the (reputation of) Government.

Step 4: Implement and Evaluate

After designing and establishing the internal whistleblowing policy, the following step is the implementation and evaluation. This process can be executed by creating awareness, training the investigators, regularly evaluating the policy on its effectiveness, its limitations and whether the goals and objectives of the policy have been met.

With the publication of this advice, the Integrity Chamber complied with its mandate, as regulated Article 16, paragraph 5 of the Ordinance, to provide advice on Whistleblowing. Other mandated advices included the Advice on the Compliance Officers, submitted in 2023 and the Advice on Confidential Advisors, published in 2021.



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to read the full advice

6.1.2 Advice on the recommendation of Candidate Member Council of Advice

The advice on the recommendation of a candidate member of the Council of Advice was submitted, based on a request from the Prime Minister. The Prime Minister asked the Integrity Chamber to assess whether there was a potential conflict of interest when appointing a candidate to the Council of Advice.

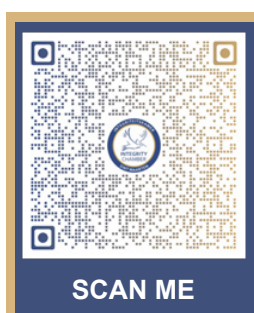
A conflict of interest can occur if an individual's personal, financial, relational, or other interests, conflict with their role within an organisation. This can occur through (paid or unpaid) ancillary activities, or any other activities, that may

clash with their professional duties in the organisation. When an individual has an interest in a matter being discussed or decided, their ability to make unbiased decisions may be compromised. This could lead to decisions that prioritize private interests over the best interest of the organisation or the country.

The advice answered the questions whether the recommendation, as regulated in Article 3 of the National Ordinance of the Council of Advice, can be seen as a binding recommendation, and whether membership of the Council is compatible with regularly performing tasks for the Government of Sint Maarten.

The advice to Government on the Candidate Member for the Council of Advice included the following general recommendations:

- Develop and communicate clear conflict of interest policies.
- Require individuals to disclose their ancillary activities, financial interests, personal relationships, and other potential conflicts of interests.
- Provide training and awareness sessions on recognizing and managing conflicts of interest.
- Ensure compliance to established conflict of interest policies.
- Ensure the establishment and implementation of recusal agreements when there are (potential) conflicts of interests.
- Implement (anonymous) reporting systems where potential conflicts of interest can be reported without fear of retaliation.



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to read the full advice

6.1.3 Consultations

The Integrity Chamber did not receive any requests for consultations based on Article 16, paragraph 2 of the Ordinance.

6.2 Investigation Activities

The investigation activities of the Integrity Chamber include handling inquiries, receiving and assessing notifications and investigating suspected misconducts. Approaching the Integrity Chamber to report a misconduct can be a daunting task for the average citizen. The level of engagement experienced in 2025, through persons approaching the organisation both formally and informally, reinforces the Integrity Chamber as an institution of trust.

6.2.1 Notifications

In 2025, five (5) notifications of suspected misconducts were reported to the Integrity Chamber. The notifications of suspected misconduct fell within the following categories:

- Unwanted behaviours (sexually inappropriate behaviour, intimidation, harassment and discrimination) within the Administrative Body (3)
- Misuse of organisational resources (1)
- Non-compliance with applicable legislation/regulations(1)

The notifications were assessed to determine their admissibility and the Integrity Chamber's authorisation to investigate. One (1) notification was considered inadmissible due to the suspected behavior falling outside of the Integrity Chamber's jurisdiction. Two (2) notifications led to a preliminary assessment/investigation, but there were insufficient grounds for further investigation. Two (2) notifications pertained to similar misconducts within the same administrative body and were therefore combined into one (1) investigation.

Inquiries

Outside of official notifications, the Integrity Chamber was regularly contacted by persons and organisations requesting information concerning possible integrity issues, suspected misconducts, examples of misconduct, or information concerning the jurisdiction of the Integrity Chamber. Persons with inquiries who are interested in filing a notification are invited to discuss the misconduct. If the misconduct is outside the scope of the Integrity Chamber's jurisdiction, alternatives to filing a notification are provided. This prevents submitted notifications from being deemed inadmissible or resulting in a duplication of work with other authorities. In 2025, there were three (3) inquiries, one (1) of which led to the submission of a notification.

6.2.2 Preliminary Investigations

In 2025, two(2)preliminary investigations were conducted relating to the following misconducts.

1. (Sexually) Inappropriate Behaviour

The Integrity Chamber initiated a preliminary assessment into a notification of suspected misconduct pertaining to (sexually) inappropriate behaviour within an administrative body. The administrative body was invited to provide their perspective on the complaint, and information on its current status.

Based on a review of the information received, the Integrity Chamber determined that steps were taken to address the suspected misconduct by means of an internal investigation. This led to internal action and disciplinary measures. For these reasons, the Integrity Chamber did not initiate a full investigation.

The preliminary assessment also identified deficiencies within the process, such as a lack of a sexual harassment policy and inadequate resources and training to ensure impartial and objective internal investigations. The Integrity Chamber decided to provide separate advice to the administrative regarding the policies for

investigating and addressing inappropriate behavior.

2. Non-compliance with applicable legislation

The Integrity Chamber initiated a preliminary assessment into a notification of suspected misconduct pertaining to non-compliance with applicable laws and regulations, as well as a possible abuse of power within an administrative body. The administrative body was provided with the opportunity to address the complaint and respond to the Notifier.

During the assessment it was determined that the administrative body did not strictly comply with the procedures outlined in the applicable laws and regulations. After the administrative body completed their obligation in accordance with the law, the Integrity Chamber decided not to initiate any further investigation into the notification.

6.2.3 Investigations

In 2025, the Integrity Chamber completed two (2) investigations and started one (1) new investigation.

1. Investigation into the issuance of Bus and Taxi Licenses within the Ministry of TEATT

The investigation into the issuance of bus and taxi licenses by the Ministry of Tourism, Economic Affairs, Traffic & Telecommunication (TEATT) was completed in 2025. The investigation was initiated following public concerns and media reports indicating potential irregularities in the 2023 licensing process. The objective was to assess whether the Ministry adhered to the legislative framework governing public transportation and to determine whether non compliance contributed to misconduct in the issuance of licenses. The administrative body provided the necessary information and cooperation for the execution of this investigation.

The investigation identified multiple instances

of non compliance with the legislative framework. These included the issuance of licenses prior to the publication of the revised Moratorium Policy 2023, applications being submitted and approved outside official deadlines, incomplete application files, and the absence of a functioning Public Transportation Committee. Additional concerns were noted, such as the use of arbitrary information to determine the number of licenses issued, the lack of documented procedures, insufficient checks and balances, broad interpretations of regulations, and integrity risks associated with the Minister’s discretionary authority.

To address these issues and strengthen the integrity of the licensing process, the Integrity Chamber issued several recommendations. These include conducting a comprehensive review of the legislative framework to ensure alignment with current developments, documenting clear processes and responsibilities, providing regular integrity related training for relevant stakeholders, improving communication and cooperation between departments, and establishing guidelines to limit discretionary decision making and reduce the risk of personal or political influence.

These recommendations aim to enhance transparency, promote consistent application of the law, and restore public trust in the Ministry’s licensing procedures.

“Integrity
is being
fair.”

2. Investigation into Bidding Procedures at the Princess Juliana International Airport

The Integrity Chamber also completed an investigation into the execution of bidding procedures for supermarket and pharmacy concessions at the Princess Juliana International Airport Operating Company N.V. (PJIAE). The investigation was initiated to assess PJIAE's compliance with the applicable legislative framework and to determine the likelihood of misconduct during the 2023 concession processes. The administrative body provided the necessary information and cooperation for the execution of this investigation.

Following a review of relevant regulations, policies, and procedures, the Integrity Chamber found that PJIAE was partially compliant with the legislative framework. While several mistakes occurred during the execution of the bidding procedures, no misconduct, as defined by the National Ordinance Integrity Chamber, was identified.

The investigation highlighted several areas of concern. The Request for Proposal (RFP) process lacked sufficient transparency and fairness, creating uncertainty for bidders and limiting the overall integrity of the procedure. In addition, the investigation identified shortcomings in due diligence, which resulted in RFP conditions that did not fully meet legal standards and contributed to procedural inconsistencies. Additionally, there were organisational challenges related to communication, accountability, and adherence to internal policies, as well as structural and cultural issues within the hierarchy that affected compliance.

To strengthen compliance and reduce integrity risks, the Integrity Chamber issued several recommendations. These include improving transparency and communication throughout the bidding process, strengthening procurement policies to align with best practices, enhancing due diligence by ensuring RFPs are developed or reviewed by qualified experts and clarifying

roles and responsibilities for all stakeholders involved in concession processes.

The Integrity Chamber acknowledged PJIAE's proactive steps to update and enhance its internal procurement policies and procedures. These improvements, together with the Chamber's recommendations, are expected to support greater transparency, accountability, and integrity in future concession processes.

3. Investigation into allegations of inappropriate behaviour

In 2025, an investigation was initiated following several media reports regarding allegations of sexual harassment and inappropriate behaviour within an administrative body. The decision to investigate was further substantiated by notifications of suspected misconduct submitted to the Integrity Chamber regarding sexual harassment, intimidation, and victimization. This investigation is ongoing.

6.2.4 Binding Advices

The Integrity Chamber did not provide any binding advices in 2025.

6.3 Awareness Activities

Throughout 2025, the Integrity Chamber of Sint Maarten undertook a series of awareness and engagement initiatives aimed at strengthening the understanding of integrity, accountability, and ethical conduct across government and society. These efforts were carried out through targeted presentations, training sessions, public engagements, and educational initiatives, reflecting the Chamber's continued commitment to promoting integrity at all levels.

6.3.1 Integrity Symposium

The Integrity Chamber successfully hosted its second biennial Integrity Symposium on November 18, 2025, under the theme "Whistle-blowing – Encouraging Accountability." The event brought together approximately 100 par-

ticipants from government, government owned entities, the private sector, and the wider community, demonstrating broad national interest in strengthening integrity and accountability across Sint Maarten.

The symposium highlighted the essential role whistleblowing plays in promoting transparency and preventing wrongdoing. Through presentations, panel discussions, and open dialogue, participants explored how safe reporting mechanisms contribute to stronger institutions and greater public trust. Speakers emphasized the importance of establishing protective frameworks that ensure individuals can report concerns without fear of retaliation; an especially important consideration in small communities.

The first keynote presentation was delivered by Ms. Anika Kentish, a freelance journalist and an advocate for media rights and freedom of expression across the Caribbean. Ms. Kentish focused on the practical realities of whistleblowing in small jurisdictions, highlighting cultural barriers, risks of retaliation, and the need for strong institutional support. Her address underscored how trust, confidentiality, and clear procedures are essential for effective reporting environments.

The second keynote speaker, Mr. Wilbert Tomesen, delivered an in depth presentation on the global evolution of whistleblower protection systems and the importance of embedding safeguards within national legislation. Mr. Tomesen, now retired, was the Vice-Chairman of the Dutch Data Protection Authority, (chief) public prosecutor in the Netherlands and Aruba,

and Chairman of the Dutch Whistleblowers Authority (Huis voor Klokkenluiders). His insights helped contextualize Sint Maarten's efforts within broader international standards.

Together, the keynote speakers set the tone for a day of meaningful dialogue, offering both strategic and practical guidance on how Sint Maarten can strengthen its integrity framework.

The symposium also featured a dynamic panel discussion that brought practical, real world perspectives to the theme of whistleblowing. Panellists included the keynote speakers, Ms. Kyria Ali, CEO of NAGICO, and Ms. Sharon Cangieter, President of the WICSU-PSU. Their contributions highlighted the diverse challenges and opportunities associated with establishing effective reporting cultures in the public and private sectors.

A key outcome of the symposium was the increased awareness and support for the implementation of an internal whistleblowing policy for Government. Participants expressed strong interest in establishing a formal system that safeguards individuals who report misconduct and encourages a culture of responsibility across all sectors.

By bringing stakeholders together for an open and informed discussion, the symposium reinforced the Integrity Chamber's commitment to fostering a safe, transparent, and accountable environment for all. It marked an important step forward in advancing the conversation on whistleblower protection and promoting integrity throughout Sint Maarten.

“Integrity is being honest.”



Shots of the Integrity Symposium.



All four (4) panelists and moderator (from left to right):
Giselle York, Sharon Cangierter, Kyria Ali, Wilbert Tomesen & Anika Kentish

6.3.2 Community Outreach Events

Student Integrity Coloring Book

In its outreach to younger audiences, the Integrity Chamber developed an integrity-themed colouring book aimed at primary school students. The initiative was inspired by earlier school sessions and introduced key values such as honesty, fairness, and kindness in an accessible format. The colouring book was formally presented to the Minister of Education, Culture, Youth and Sports on October 9, 2025, as a tool to support integrity-based education within schools.

6.3.3 Integrity in the Workplace

Civil Servants Onboarding

The Integrity Chamber continued integrity sessions for newly hired civil servants of the Government of Sint Maarten. Organized by the Personnel and Organization Department as part of Government’s onboarding process, the sessions encourage active participation and emphasises the importance of integrity in both personal and professional contexts. Key topics include the definition of integrity, its role in civil service, its benefits, and the consequences of a lack of integrity. Through practical discussions



Director of the Integrity Chamber, Charna Pompier, presenting the coloring book to Minister of Education, Culture, Youth and Sports, Melissa Gumbs.

and scenario-based learning, participants were encouraged to reflect on integrity in their roles and day-to-day functions.



Representatives of the Integrity Chamber with civil servants.

Labor Symposium

In May 2025, the Integrity Chamber participated in the Labor Symposium organized by WICSU-PSU and WITU, where the Director of the Integrity Chamber, Ms. Charna Pompier, delivered an address to labor representatives and professionals. The presentation highlighted the Chamber’s role in promoting ethical conduct and transparency within government. A key focus of the presentation was the Integrity Chamber’s advice on an internal whistleblowing policy for government, emphasizing the importance of having a secure mechanism for civil servants to report concerns without fear of reprisal, thereby strengthening accountability.

The address was well-received, prompting discussions on confidentiality and whistleblower safeguards.



The Integrity Chamber’s awareness activities in 2025 reflect a consistent and focused effort to promote integrity across multiple sectors of society. Through its engagement with government officials, civil servants, students, and regional partners, the Chamber has contributed to



Shots of the Integrity Symposium.

advancing dialogue, strengthening understanding, and encouraging responsible conduct.

These initiatives demonstrate the Chamber’s continued role as a key institution in fostering a culture of integrity in Sint Maarten, while laying the groundwork for further development of policies, awareness, and collaboration in the years ahead.

6.4 Other Operational Activities

6.4.1 Professional Development

Enhancing the expertise and improving the quality of professional skills of the secretariat is of great importance in the execution of the tasks of the Integrity Chamber. Various trainings took place, such as Integrity and Safety and Security trainings.



Secretariat with integrity trainer and former professor, Mr. Brede Kristensen.

6.4.2 Networking

Maintaining robust working relationships with key stakeholders is crucial for the Integrity Chamber. To this end, its members and director regularly engage with various officials, including ministers, secretary generals, directors and (supervisory) board members of government entities. These meetings serve as a platform to discuss activities, foster mutual understanding, and strengthen collaborative relationships.

Strengthening the relationships with other Councils and advisory bodies remains a core priority for the Integrity Chamber, as these institutions are widely regarded as essential, independent, safeguards for society, that help uphold democratic values, transparency, and good governance. Throughout the past year, the Integrity Chamber has invested in strengthening institutional cooperation by organizing regular meetings to exchange insights, align expectations, and explore opportunities for col-



Integrity Summit 3rd Annual Conference Delegation, Aruba, November 2025.

laboration. These engagements contribute to a more cohesive and resilient integrity architecture, reinforcing the shared responsibility of safeguarding the public interest.

Regular meetings are held with the Prime Minister and the Governor. These meetings focus on the status of pending advices, efforts to promote integrity within the government, and strategies for strengthening the overall integrity infrastructure.

In 2025, the Integrity Chamber continued to expand its network by connecting with both private and public organisations involved in integrity-related endeavours. Secretariat staff actively participated in the 3rd annual Integrity Summit, hosted in Aruba. The Summit brought together integrity institutions and representatives from across the region to share developments, challenges, and best practices. Participation in this forum contributed to strengthening regional collaboration and advancing discussions on good governance and integrity systems within the Dutch Caribbean.

Further demonstrating its commitment to global best practices, the Secretariat also attended the 11th Annual Conference of the Com-

monwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies (CCA-ICACB).

6.4.3 Support

The Integrity Chamber’s operational framework includes three integral supporting activities: Finance, Administration, and ICT. While ICT services are currently outsourced, all three areas operate under the oversight of the director of the Secretariat. Adequate provisions are allocated to these supporting activities to safeguard the organisation’s independence.

6.4.4 Protocols

The Integrity Chamber has established protocols with the Prosecutor’s Office and the Minister of General Affairs, as stipulated by Articles 22 and 23 of the Ordinance. This requirement serves to prevent an overlap in activities and promote consultation among organisations tasked with investigating suspected misconduct. These protocols formally define the specific arrangements between the respective entities. Currently, a review of the protocol with the Prosecutor’s Office is underway.



CCAICACB 11th Annual Conference Delegation, Saint Lucia, June 2025.



The Honorable Justice T.Lobban-Jackson, former Chairwoman of the Turks and Caicos Integrity Commission, Lady A. Anande Trotman-Joseph, attorney and Chairwoman of the CCAICACB, and Director, Charna Pompier.



Director and President of the Integrity Chamber met with president of the Dutch High Court, Prof.mr.dr. (Dineke) de Groot and the former vice-president of the Joint Court of Justice, Mr. Gertjan Wouters.

7 Finances

7.1 General

The budget for the Integrity Chamber is part of the annual budget of the Government of Sint Maarten. Article 15 of the Ordinance states that, in agreement with the Integrity Chamber and the Minister of General Affairs, Parliament provides the Integrity Chamber with all facilities for the proper and independent performance of its duties.

As an independent administrative body with legal personality, the Integrity Chamber is responsible for its own financial administration. The President of the Integrity Chamber is responsible for managing the budget.

7.2 2025 Budget

Based on an agreement established in 2018 between the Government of Sint Maarten and the Government of the Netherlands, both countries shared financial responsibility for the Integrity Chamber from 2018 to 2021. As of 2022, the Government of Sint Maarten has been fully responsible for the financing of the Integrity Chamber.

In 2025, the Integrity Chamber received XCG 2,459,528. From the Government of Sint Maarten for its budget. The budget consisted of personnel and material costs and was based on the planned activities of the Integrity Chamber.

7.3 Expenditures

The overview of the operating expenses for 2025 is presented below.

Financial Year 2025

Budget post	XCG	XCG
Received Budget		2,459,528
Personnel costs	1,152,180	
Members Integrity Chamber & Supervisory Council	339,181	
Material costs	669,278	
Total Costs Integrity Chamber		2,160,639
Remaining Balance		298,889

A significant portion of the discrepancy between the budgeted and the actual expenses is related to personnel costs. The budget was allocated for eight employees, while only six were employed for the majority of 2025 due to changes in staff. Additionally, there were vacancies in the membership of the Integrity Chamber and the Supervisory Council.

Supervisory Council Annual Report 2025



Legal Framework

The Supervisory Council of the Sint Maarten Integrity Chamber was established in 2020 in accordance with Article 13 of the National Ordinance Integrity Chamber of December 18, 2017 (Afk. Blad 2017, no. 41).

The Supervisory Council is tasked with:

- The monitoring of the efficient execution of the tasks charged to the Integrity Chamber as provisioned in the National Ordinance Integrity Chamber.
- Taking the necessary steps in the event that the Supervisory Council is of the opinion that the Integrity Chamber has been seriously neglecting its duties.
- The supervision of the lawful and proportionate exercising of the authorisations provisioned to the Integrity Chamber.
- The granting of authorisations as referred to in Article 31, paragraph 5, of the National Ordinance Integrity Chamber.

Composition of the Supervisory Council

In 2025, the Supervisory Council consisted of chairman Clifton R.M. Wallé (selected by the two members of the Supervisory Council), and the members Ernesto L. Lake (appointed by the Government of Sint Maarten) and Sophie C. van Bijsterveld (appointed by the Government of the Netherlands). The vacancy for the chairmanship of the Supervisory Council arose due

to the passing of Chairman Marcolino (Mike) C.F. Franco on August 14, 2024.

Chairman Wallé was appointed effective 1 November 2025, after having been selected in December 2024 by the two members of the Supervisory Council.

Complaints Procedure and Complaint Regulations

The complaints procedure, referred to in Article 14, second paragraph of the National Ordinance Integrity Chamber, was not activated in 2025. The procedure is outlined in the Complaint Regulations of the Sint Maarten Integrity Chamber as referred to in Article 14, second paragraph of the National Ordinance Integrity Chamber.

Prior granting of authority on the basis of Article 31, paragraph 1 sub 5, of the National Ordinance Integrity Chamber

No request has been made to the Supervisory Council by the Integrity Chamber to grant authority for the exercise of its competences under Article 31, paragraphs 1 to 5, of the National Ordinance Integrity Chamber.

Meetings and content activities of the Supervisory Council

The Supervisory Council was able to meet in person in St. Maarten in May and November 2025. During the May meeting in St. Maarten, the Supervisory Council met with the then incoming members of the Integrity Chamber. The November meeting was chaired by the then newly appointed Chairman of the Supervisory Council.

Apart from consulting with the Integrity Chamber in St. Maarten, the Supervisory Council convened with the Integrity Chamber online.

During 2025, the Chairmen of the Integrity Chamber and the Supervisory Council had periodic exchanges on ongoing matters, such as to keep the Supervisory Council informed.

In the meetings of the Supervisory Council with the Integrity Chamber that took place in the course of 2025, administrative matters were discussed, such as the Annual Report, the budget of the Integrity Chamber, and the financial position of the Integrity Chamber.

Particular attention was paid to continuity and change in personnel and membership of the Integrity Chamber and of the membership of the Supervisory Council itself. As to the Integrity Chamber, the expiration of the maximum term of its two members was discussed in connection with the importance of their timely succession. The same is true for the expiration of the maximum term of the two members of the Supervisory Council per 1 January 2026, and the recruitment and process of recruitment for filling the vacancies in a timely manner.

The functioning of the Integrity Chamber was also discussed, including vision and strategy. Partly with a view to the change in membership, the governance structure of the Integrity Chamber received attention. With regard to the exer-

cise of its competences under Article 31, paragraphs 1 and 5 of the National Ordinance, the Supervisory Council and the Integrity Chamber scrutinized mutual roles and responsibilities.

During the joint meetings on St. Maarten, in particular, the Integrity Chamber's external advisory role, and its strategy and activities with regards to proposals, advices, investigations, and awareness, were discussed, as well as the state of affairs with regard to the feedback the Integrity Chamber receives on its initiatives. The state of affairs and developments with respect to the implementation of its proposals and advices received attention. The same is true for its position of the Integrity Chamber in the midst of other public institutions and of society.

On November 18, 2025, the Integrity Chamber hosted its second symposium. At the symposium with the theme 'Whistleblowing – Encouraging Accountability' the Supervisory Council was also represented.

The meetings of the Supervisory Council itself were, both in St. Maarten and online, apart from preparation and post-preparation of the joint meetings with the Integrity Chamber, focused on further developing its internal working procedures and filling of the vacancies that arise with the expiration of the terms of the members Leon Lake and Sophie van Bijsterveld per 1 January 2026.

“Integrity is everyone’s responsibility.”



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