



**EDUCATION**  
**HUNAR AND RELIEF**  
**DEVELOPMENT FOUNDATION**

## ANTI-BRIBERY, CORRUPTION AND ABUSE OF POWER POLICY

*This policy outlines EHRDF's commitment to integrity, transparency, and accountability by prohibiting all forms of bribery, corruption, and abuse of power. All staff and partners must act ethically, avoid improper advantages, and report misconduct, upholding honesty and fairness in all operations.*

Version:	1.0
Approved by:	Board of Directors
Effective Date:	May 2026
Contact:	<a href="mailto:admin@ehrdf.org">admin@ehrdf.org</a>

# ANTI-BRIBERY, CORRUPTION, AND ABUSE OF POWER POLICY

Title

EHRDF-ABC-PO-12

1.0

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Company Secretary

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## 1. Introduction

Education Hunar and Relief Development Foundation (EHRDF) is committed to upholding the highest standards of integrity, transparency, and accountability in all its operations and interactions. This Policy on Anti-Bribery, Corruption, and Abuse of Power outlines EHRDF's zero-tolerance approach towards bribery, corruption, and the abuse of power by its employees, volunteers, trustees, partners, and associates.

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## 2. Objectives

- To prevent bribery, corruption, and abuse of power within EHRDF's operations, programs, and activities.
  - To establish clear guidelines, procedures, and controls to detect, prevent, and report instances of bribery, corruption, and abuse of power.
  - To foster a culture of ethics, honesty, and integrity among all individuals associated with EHRDF.
  - To comply with all applicable laws, regulations, and international standards related to anti-bribery and corruption.
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## 3. Scope

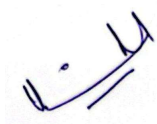
This policy applies to all individuals associated with EHRDF, including but not limited to employees, volunteers, trustees, consultants, contractors, partners, and vendors.

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## 4. Prohibited Conduct

- **Bribery and Corruption:** EHRDF prohibits the offering, solicitation, acceptance, or facilitation of bribes, kickbacks, or any form of corrupt payments, whether directly or indirectly, to gain improper advantage or influence in business transactions or decision-making processes.
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- **Abuse of Power:** EHRDF prohibits the misuse or abuse of authority, position, or resources for personal gain or benefit, including nepotism, favoritism, embezzlement, fraud, extortion, or any other form of misconduct.
- **Facilitation Payments:** EHRDF strictly prohibits facilitation payments, which are small bribes or payments made to expedite routine administrative processes or obtain services to which individuals or organizations are entitled.

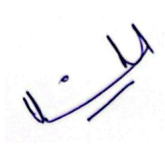
## 5. Compliance and Reporting

- **Compliance Obligations:** All individuals associated with EHRDF are required to comply with this policy and all relevant laws, regulations, and ethical standards related to anti-bribery and corruption.
- **Reporting Obligations:** Any individual who becomes aware of or suspects a violation of this policy or any act of bribery, corruption, or abuse of power must report it promptly to EHRDF's designated authority or through the organization's confidential reporting channels.
- **Non-Retaliation:** EHRDF prohibits retaliation or reprisals against individuals who report suspected violations of this policy in good faith. Any form of retaliation will be subject to disciplinary action, up to and including termination of employment or engagement.

## 6. Prevention and Controls

- **Risk Assessment:** EHRDF will conduct regular risk assessments to identify and evaluate potential risks of bribery, corruption, and abuse of power within its operations and activities.
- **Due Diligence:** EHRDF will perform due diligence on employees, partners, vendors, and other third parties to assess their integrity, reputation, and compliance with anti-bribery and corruption standards.
- **Training and Awareness:** EHRDF will provide training and awareness programs to educate employees and stakeholders about the risks of bribery, corruption, and abuse of power, as well as their responsibilities under this policy.

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- **Internal Controls:** EHRDF will establish internal controls, policies, and procedures to prevent, detect, and mitigate the risk of bribery, corruption, and abuse of power, including financial controls, procurement procedures, and whistleblower mechanisms.

## 7. Enforcement and Sanctions

- **Disciplinary Action:** Violations of this policy will result in appropriate disciplinary action, up to and including termination of employment, engagement, or association with EHRDF. Legal action may also be pursued where applicable.
- **Restitution:** Individuals found guilty of bribery, corruption, or abuse of power may be required to make restitution for any damages or losses incurred by EHRDF or third parties as a result of their actions.

## 8. Review and Revision

This Policy on Anti-Bribery, Corruption, and Abuse of Power will be reviewed periodically to ensure its effectiveness, relevance, and alignment with EHRDF's objectives and evolving regulatory requirements.

## 9. Conclusion

Education Hunar and Relief Development Foundation is committed to maintaining the highest standards of integrity, transparency, and ethical conduct in all its activities. This policy reflects EHRDF's unwavering commitment to combating bribery, corruption, and abuse of power and upholding the trust and confidence of its stakeholders.

Approved by the Board of Directors May 01, 2026

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