



Code Of Ethics Policy

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Based on Work Template B, 2022

Management Document

Tayyab Trust USA



Overview

NAAS Welfare Foundation Inc. is a registered 501(c)(3) nonprofit organization in USA (Tax ID: 47-5008669), DBA Tayyab Trust USA, with multiple social programs focusing on projects related to affordable healthcare, water/WASH, food security, poverty alleviation, general welfare, etc. Our mission is to empower individuals to rise out of poverty through relief and development. Equipped with 15 years of experience led by a global network of charity sector professionals, Tayyab Trust USA has uniquely crafted expertise in impact driven project management creating significant sustainable change through the use of innovative technologies, digital management tools, and community based solutions. We have partnered with various renowned national and international humanitarian organizations to assist in project development and implementation within Asia, Africa, and Americas. The organization also manages a 30-bedded hospital, Tayyab Hospital in India, with extended primary healthcare facilities nationwide. Together, we believe that our vision to beat poverty can be achieved, and we continue to strive to reach that goal through the advancement of emergency relief and human development work globally.

We take fraud and corruption practices very seriously and have internal organizational policies to prevent such dangers from occurrence. All our policies are established on the basis of zero-tolerance with strict timely action taken against those who fail to follow the policies established. Additionally, we are committed to ensure compliance with local government regulations and keep high standards for transparency and accountability. This document will explain the purpose, scope, and statement in regard to the code of ethics policy.

Policy Purpose

This policy is created to describe the importance of code of ethics practices, define the organizations steps and actions to address it, and designate the appropriate procedures and activities among the board and staff in response to if needed. The information mentioned in this policy frames the overall aim of the policy and any related information from this policy may also be found in other policies and procedures enforced within the organization.

Policy Scope

This policy applies to all organization members, representatives, contractors as well as extended project staff and official volunteers. The term of this policy is for three years starting January 2025 with the next review date set for January 2028. The organization may choose to revise and renew this policy prior to the next review date upon unanimous decision from the board. All policies are maintained and recorded by the organization's board and any changes in the policies must be with the authorization and approval of the board in writing.



Policy Statement

Our values dictate our work, and within our organization we abide by our code of ethics policy, which dictates the organizational culture and beliefs we practice. Our values include:

1. **Transparency:** Showcasing our most significant impacts with clarity and accountability to build trust with our stakeholders.
2. **Integrity:** Upholding professionalism and honesty in every action, ensuring our commitments reflect our promises.
3. **Growth:** Embracing continuous learning, innovation, and evolution to adapt to the changing needs of those we serve.
4. **Empathy:** Extending love, care, and support without discrimination, recognizing the shared humanity in all.
5. **Result-Oriented:** Setting and achieving measurable, meaningful outcomes that reflect real change in communities.
6. **Sustainability:** Prioritizing long-term impact by creating initiatives that remain effective, resilient, and community-driven over time.

These values frame the ethics behind all our actions, and we ensure that at all times ethical decision making and emotional leadership is kept standard among all the planning and projects done. Integrity to us means that we deeply value and are grateful for the trust that our donors, staff, and teams put in our organization, and we strive to deliver the objectives and goals set to the best of our ability. With charitable projects, we not only evaluate our impact through quantitative data, but also examine the qualitative data generated by our efforts in order to see that each act was done with love and care for all. To maintain professionalism, transparency and accountability is at the key of all our endeavors, and we want our community to be active and aware of all the good they have created. We are mission focused, vision driven, and result-oriented in measuring the change we've made in the world. Throughout the work over the years, we have also learned many lessons, and we function with a growth mindset to constantly be curious and innovate for better outcomes. Together, our values frame our thoughts and decisions that lead the way towards good ethics.

Additionally, it is also important to address conflict of interest when ethical decision making is mentioned. No employee, officer, shall in any way whatsoever, participate/take part in the scrutiny/selection, award, or administration of a contract of a real or apparent conflict of interest. Such a conflict would arise when the employee, officer, or any member of the foundation or of his or her immediate family, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in the firm selected for an award. The officers, employees, of the organization shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, or parties to sub agreements except for where the financial interest is not substantial, or the gift is an unsolicited item of nominal value.

Tayyab Trust USA is registered with the Internal Revenue Service (IRS). Public reports for the organization may also be found on their website.