



Corruption & Bribery Policy

Effective Date: [01/04/2023]

Introduction:

Rushabh Foundation Charitable Trust (the "Trust") is committed to conducting its activities with the highest standards of ethics, integrity, and transparency. This Corruption & Bribery Policy (the "Policy") establishes guidelines and procedures to prevent corruption, bribery, and unethical practices in all aspects of the Trust's operations. The Policy applies to trustees, employees, volunteers, contractors, and any other individuals representing or acting on behalf of the Trust (collectively referred to as "Individuals").

1. Prohibition of Corruption and Bribery:

- 1.1. The Trust strictly prohibits all forms of corruption, bribery, kickbacks, or any other improper or unethical practices.
- 1.2. Individuals must not engage in, facilitate, or condone any acts of corruption or bribery, whether directly or indirectly, in relation to their roles and responsibilities within the Trust.

2. Compliance with Laws and Regulations:

- 2.1. Individuals must comply with all applicable local, national, and international laws and regulations related to corruption, bribery, and anti-corruption practices.
- 2.2. Individuals should familiarize themselves with the relevant laws and regulations and seek guidance from the designated person or authority within the Trust in case of any uncertainties or concerns.

3. Gifts, Hospitality, and Donations:

- 3.1. Individuals must not offer, promise, solicit, or accept any gifts, favors, hospitality, or donations that are intended to influence, reward, or gain an improper advantage in connection with the Trust's activities.
- 3.2. Acceptance of nominal gifts, promotional items, or hospitality that is customary, legal, and within reasonable limits may be permitted, provided it does not compromise the individual's objectivity, independence, or the Trust's reputation.

4. Conflicts of Interest:

- 4.1. Individuals must avoid situations that create or give the appearance of a conflict of interest with respect to their duties and responsibilities within the Trust.
- 4.2. Individuals must not use their positions or authority within the Trust for personal gain, to benefit their family members, or to favor any external entities or individuals.



5. **Due Diligence and Vetting:**

- 5.1. The Trust will exercise due diligence when selecting and engaging third parties, such as suppliers, consultants, and partners, to ensure they adhere to similar standards of ethics and integrity.
- 5.2. Individuals involved in the procurement or selection process should conduct proper vetting, background checks, and risk assessments to mitigate the potential risks of corruption or bribery.

6. **Reporting Suspected Corruption or Bribery:**

- 6.1. Individuals must promptly report any suspected or observed acts of corruption, bribery, or unethical conduct to the designated person or authority within the Trust.
- 6.2. The Trust will maintain a confidential reporting mechanism to protect individuals reporting concerns and ensure appropriate actions are taken.

7. **Non-Retaliation:**

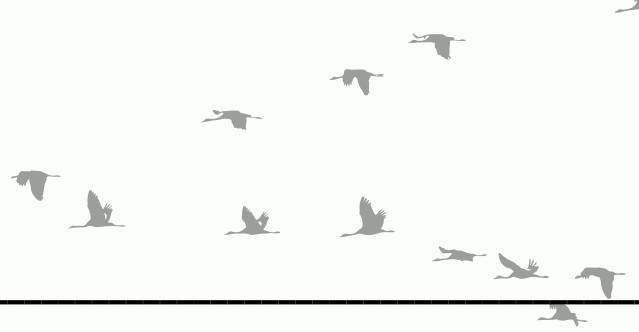
- 7.1. The Trust prohibits any form of retaliation against individuals who report suspected corruption or bribery in good faith.
- 7.2. Individuals who report concerns will be protected, and the Trust will take necessary steps to prevent any adverse actions or reprisals.

8. **Training and Awareness:**

- 8.1. The Trust will provide training and awareness programs to educate individuals about corruption, bribery, and their responsibilities under this Policy.
- 8.2. Individuals will be required to participate in anti-corruption training and demonstrate their understanding of the Policy.

9. **Consequences of Violations:**

- 9.1. Violations of this Policy may result in disciplinary actions, including but not limited to termination of employment, termination of volunteer services, legal action, and reporting to appropriate authorities.



Conclusion:

This Corruption & Bribery Policy reflects Rushabh Foundation Charitable Trust's commitment to conducting its activities with integrity, transparency, and adherence to the highest ethical standards. By adhering to the principles outlined in this Policy, we can protect the Trust's reputation, build public trust, and contribute to the greater good of society.

By signing below, I acknowledge that I have received, read, and understood the Rushabh Foundation Charitable Trust Corruption & Bribery Policy and agree to comply with its provisions and guidelines.

[Individual's Name]

[Individual's Position/Role]

[Date]

