



Africa Healthcare Development Trust (AHDT) Anti-Fraud, Bribery, and Corruption Policy

Introduction

The Africa Healthcare Development Trust (AHDT) is committed to maintaining the highest standards of honesty, integrity, and ethical conduct. This Anti-Fraud, Bribery, and Corruption Policy is an integral part of our commitment to lawful and ethical behaviour, essential for a charity that values trust, transparency, and accountability in all aspects of its operations.

Purpose

The purpose of this policy is to set out the responsibilities of AHDT and its members in observing and upholding our zero-tolerance position on fraud, bribery, and corruption.

Scope

This policy applies to all individuals working at all levels of AHDT, including senior managers, officers, trustees, employees, volunteers, consultants, contractors, trainees, seconded staff, casual workers, agency staff, sponsors, or any other person associated with AHDT.

Policy Statement

AHDT strictly prohibits fraud, bribery, and corruption in any form. This includes, but is not limited to, the offer, giving, solicitation, or acceptance of any bribe, whether cash or other inducement:

- To or from any person or company wherever located, whether a public official or public body, private person, company, or charity.
- By any individual employee, agent, or other person or body acting on AHDT's behalf.
- In order to gain any commercial, contractual, regulatory, or personal advantage in a way which is unethical or in breach of trust.

Compliance with Laws

AHDT will comply with all applicable laws, rules, and regulations regarding anti-fraud, anti-bribery, and anti-corruption, including but not limited to the UK Bribery Act 2010 and relevant Nigerian laws.

Responsibilities

- **Reporting Responsibility:** It is the responsibility of all members of AHDT to report any instance of suspected fraudulent or corrupt activity. AHDT will investigate all reported instances.
- **Investigation Responsibility:** The executive committee is responsible for investigating and acting on any reports of fraud, bribery, or corruption.
- **Review of Compliance:** Regular audits and reviews will be conducted to ensure adherence to this policy.

Reporting and Whistleblowing

- Any suspected wrongdoing must be reported immediately to the designated officer or through the established whistleblowing channels.
- AHDT guarantees that whistleblowers will be protected from retaliation.

Violations of the Policy

- Any breach of this policy will be considered a serious matter and will be dealt with under AHDT's disciplinary procedures. Severe breaches will result in termination of employment or contracts and could lead to legal proceedings.

Training and Communication

- AHDT will provide training to all employees to ensure they understand their responsibilities under this policy.
- This policy will be communicated to all employees, volunteers, and relevant third parties.

Policy Review

This policy will be reviewed regularly and updated as required to ensure it remains effective and compliant with the relevant legislation and best practices.

Conclusion

This Anti-Fraud, Bribery, and Corruption Policy underscores AHDT's unwavering commitment to lawful and ethical conduct in all its operations and engagements. Upholding these standards is crucial for maintaining the trust of our stakeholders, partners, and the communities we serve.