Policy to Prevent Bribery and Corruption

Purpose

The purpose of this policy is to ensure that World Children Need conducts its operations with integrity and transparency. We do not accept bribery or corruption in any form and are committed to complying with international standards as well as the laws and regulations of the countries in which we operate.

Scope

This policy applies to all members of the organization, including board members, employees, partners, volunteers, consultants, and collaborators, including partnerships with external organizations such as Word in Action Outreach (WIAO).

Definitions

- **Bribery**: Offering, giving, receiving, or soliciting something of value to improperly influence decisions or actions.
- **Corruption**: The abuse of entrusted power for personal gain, which may include bribery, improper financial transactions, and other unethical influences.

Policy on Gifts and Hospitality

Members of the organization, including board members, employees, and partners, may not accept or offer gifts, contributions, money, or benefits that could influence or be perceived to influence a decision. However, symbolic gifts of low economic value may be given or received in accordance with local customs.

Financial Management

All financial transactions must be transparent and documented in our financial systems. We adhere to good accounting practices to ensure accurate and fair bookkeeping. Any suspicious transactions must be reported and promptly reviewed.

Guidelines for Partners and Suppliers

World Children Need collaborates only with partners who adhere to our ethical guidelines and policies on bribery and corruption. All agreements with partners and suppliers must include a clause* stating that bribery and corruption will not be tolerated.

Control Mechanisms and External Audits

World Children Need minimizes the risk of bribery and corruption by ensuring that no intermediaries handle financial resources before they reach our partner, Word in Action Outreach (WIAO). To further ensure security, WIAO's operations are regularly audited by a local auditor. Additionally, WIAO has undergone inspections by Indian authorities and has received approval to accept international donations through an FCRA account. World Children Need conducts regular site visits, either independently or through appointed representatives, to ensure that funds are used for their intended purposes.

Reporting and Whistleblower Protection
All employees, volunteers, and partners must immediately report any suspected cases of bribery and corruption. Reports can be made anonymously. World Children Need guarantees that all reports will be handled confidentially and that no retaliation will be taken against individuals who report in good faith.

Monitoring and Auditing
World Children Need conducts regular internal and external audits to ensure compliance with this policy and to prevent any involvement in corruption-related activities. Violations of the policy may result in disciplinary action, including termination of employment and partnerships.

Training and Awareness
World Children Need is committed to providing regular training for employees and partners to increase awareness of bribery and corruption and to strengthen the organization's ability to identify and address such situations.

Responsibility
The board holds ultimate responsibility for ensuring compliance with this policy, but all employees and partners are expected to adhere to the policy and contribute to fostering a transparent and ethical organization.

*Example Clause:
"The parties commit to complying with all applicable laws and regulations regarding the prevention of bribery and corruption. No payments, gifts, or benefits may be offered, promised, or given that could influence or be perceived to influence business decisions. If this clause is violated, World Children Need has the right to immediately terminate the agreement."

Approved by:

Chairperson, World Children Need
Malin Eliasson

Signature: _____

Date: 18/11 - 2025

Founder, World Children Need
Sofia Rydén

Signature: _____

Date: 18/11 2025