

Ethics and Integrity Policy

At EBD International, we commit ourselves to the highest standards of ethical conduct and integrity. In delivering services in social research, evaluations, monitoring, strategic planning, and capacity building, our operations span diverse contexts globally, including regions with varying degrees of corruption. We adhere strictly to a zero-tolerance policy for any form of corruption or unethical behavior.

1. Commitment to integrity

- **Zero tolerance for corruption:** We strictly prohibit bribery, kickbacks, embezzlement, or any other form of corrupt activity. This applies to all our employees, consultants, and partners without exception.
- **Compliance with laws:** All employees and associates must comply with the legal standards and regulations of the countries in which we operate.

2. Ethical conduct

- **Conflict of interest:** Employees must avoid any personal, financial, or other interests that might hinder their capability or willingness to perform their job duties impartially.
- **Fairness and objectivity:** In our research and evaluations, we ensure that our methodologies are applied impartially and fairly, without bias.
- **Confidentiality and privacy:** We respect and protect the confidentiality and privacy of our clients, partners, and participants in our projects. *(See also our Privacy and Information Security Policy)*

3. Transparency

- **Disclosure of information:** We ensure that all our research findings and evaluation reports are communicated transparently, honoring the truthfulness and accuracy of the information gathered.
- **Accountability:** We hold ourselves accountable for our decisions and actions, encouraging transparency in our processes and outcomes.

4. Respect for human rights

- **Inclusivity:** We promote an inclusive environment that respects the diversity of cultures, backgrounds, and perspectives. It is defined as organizational “Core Value”. *(See also Core Values)*
- **Safeguarding:** We are committed to protecting the rights and well-being of all individuals involved in our projects, especially vulnerable populations *(See also our Safeguarding policy)*.

5. Reporting and Enforcement

- **Reporting mechanisms:** We provide secure and confidential channels for stakeholders to report any unethical conduct or breaches of this policy.
- **Enforcement:** Any violation of this policy will result in appropriate disciplinary action, up to and including termination of employment and legal action, if applicable.

6. Responsibility

- **Leadership commitment:** Our leaders demonstrate a commitment to these ethical standards by example, fostering a culture of integrity and accountability.
- **Employee responsibility:** All employees at EBD International, as well as advisors and consultants are responsible for upholding this policy and ensuring that their conduct aligns with our core values.