



Anti-Corruption Policy

Introduction

The Pink Box Initiative (PBI) is a national non-governmental organization legally registered and authorized to operate in Tanzania. As a non-profit organization, The Pink Box Initiative fosters women empowerment and deals with the issue of early pregnancies and helps girls and women through counseling and training. However, there are some specific core values that determine our relationship and interactions with others. These include the following;

Passion: We place rights holders first. We are driven with the spirit of improving the lives of women and girls with multiple and intersecting vulnerabilities.

Humanity: We strongly believe everyone deserves dignity and respect as a valuable member of the society.

Accountability: At individual level and through team work, we thrive for transparency and full responsibility for everyone's actions.

Integrity: We believe in and expect all our stakeholders to be loyal, trustworthy and uphold confidentiality.

Definition of Corruption

Corruption is defined as the misuse of entrusted power for private gain. It affects everyone whose life, livelihood or happiness depends on the integrity of people in a position of authority, it threatens the stability and security of societies, and it undermines democratic institutions and values.

Zero tolerance towards corruption

The Pink Box Initiative's anti-corruption policy, provides guidance to staff on their required conduct when confronted with corruption, corrupt practices or corrupt propositions, and when working to prevent corruption.

In PBI, we are determined to maintain the highest standards of integrity and work ethics among our staff and across all areas of activity. We therefore maintain a policy of **zero tolerance** towards corruption in all its forms.



Anti-Corruption Code of Conduct

All staff of The Pink Box Initiative (PBI) will respect and promote the principles of the Code of Conduct presented below.

1. Conflict of interest

We will avoid any conflict-real or potential-between our personal interests and the interest of the organization

Conflicts of interest arise from situations in which a member of staff has a private interest that could potentially influence, or appear to influence, the impartial and objective performance of his or her official duties. Private interests include any advantage to oneself or one's family, close relatives, friends and persons or organizations with which one has or has had business or political relations. When faced with a potential or actual conflict of interest, staff are required to promptly inform their superiors

2. Bribery

We will not give or accept bribery in any form

Bribery is the act of offering, giving (active bribery), receiving, soliciting or accepting (passive bribery) something of value with the purpose of influencing the action of an official in the performance of his or her public or legal duties. Bribery is a criminal offense in Rwanda

3. Extortion

We will not for private purposes seek to influence any person or body by using our official position or by using force or threats

Extortion occurs when a public official unlawfully demands or receives money or property through intimidation. Extortion may include threats of harm to a person or his/her property, threats to accuse him/her of a crime/illegal act, or threats to reveal embarrassing information. Some forms of threat are occasionally singled out for separate statutory treatment under the designation "blackmail." Extortion is a criminal offense in Rwanda

Fraud

We will not use deception, trickery or breach of confidence to gain an unfair or dishonest advantage

Fraud is the use of deception with the intention of obtaining an advantage (financial or otherwise), avoiding an obligation or causing loss to others. This involves being deliberately dishonest, misleading, engaging in deceitful behavior, practicing trickery or acting under false pretenses. Fraud is a criminal offence in Rwanda.



5. Embezzlement

We will not misappropriate or otherwise divert property or funds entrusted to us.

Embezzlement is the misappropriation or other diversion of property or funds legally entrusted to someone by virtue of his or her position. Embezzlement is a criminal offense in Rwanda

6. Gifts

We will not give, solicit or receive directly or indirectly any gift or other favor that may be seen to influence the exercise of our function, performance of duty or Judgement. This does not include conventional hospitality or minor gifts.

In the context of corruption, a gift is a financial or other benefit, offered, given, solicited or received in the expectation of receiving a benefit in return. Gifts and hospitality may be in themselves a manifestation of corrupt behavior. They may be used to facilitate corruption, or may give the appearance of corruption. Gifts may include cash or assets given as presents, and political or charitable donations. Hospitality may include meals, hotels, flights, entertainment or sporting events.

As a general rule, staff should not receive gifts or other advantages. However, in observing and respecting local hospitality conventions, small gifts may be accepted.

7. Nepotism and favoritism

We will not favor friends, family or other close personal relations in recruitment, procurement, aid delivery or other situations.

Nepotism is favoritism shown to relatives or friends without regard to merit. Relatives or friends are treated favorably based on the close personal relationship alone rather than on a professional and objective assessment of their skills and qualifications.

8. Reporting corruption cases

We will report any evidence or suspicion of breach of this code of Conduct

All staff are obliged to familiarize themselves with the Code of Conduct and respect its principles. They are obliged to report any evidence or suspicion of breach of the Code to their superiors.

Openness and transparency are the rule



Maximum openness and transparency are essential when fighting corruption. The Pink Box Initiative (PBI) ensures openness and transparency towards the general public and its partners.

Anti-Corruption Code of Conduct

We will avoid any conflict – real or potential – between our personal interests and the interests of the Ministry of Foreign Affairs.

- We will not give or accept bribery in any form.
- We will not for private purposes seek to influence any person or body by using our official position or by using force or threats.
- We will not use deception, trickery or breach of confidence to gain an unfair or dishonest advantage.
- We will not misappropriate or otherwise divert property or funds entrusted to us.
- We will not give, solicit or receive directly or indirectly any gift or other favor that may influence the exercise of our function, performance of duty or judgment. This does not include conventional hospitality or minor gifts.
- We will not favor friends, family or other close personal relations in recruitment, procurement, aid delivery, consular services or other situations.
- We will report any evidence or suspicion of breach of this Code of Conduct.