WADDAN

PARTNER IN DEVELOPMENT

Zero Tolerance Statement

WADDAN's position on fraud, corruption, abuse, exploitation and harassment

DOCUMENT TYPE	Public statement
VERSION	Public version 1.0 · Prepared 03-10-2026
BASED ON	WADDAN Policies & SOPs Handbook (WPD-IMS-HBK-01), Institutional Management System V5.1, approved by the Board of Directors on 29-06-2026

PUBLICATION STATUS

✔ **Signed and approved by the CEO of WADDAN for publication on the official website.**

Our position

WADDAN – Partner in Development has zero tolerance for fraud, corruption, bribery, kickbacks and misappropriation; for sexual exploitation and abuse, harassment, child abuse and trafficking; and for child labour and forced labour, by anyone connected with its work.

This applies to members of the Board, General Body and Advisory Board, all staff, consultants, contractors, interns, volunteers and community mobilizers, and to vendors, suppliers and partners to the extent set out in their contracts.

Where we draw the line

Area	Our commitment	Source policy
Fraud, corruption and bribery	Zero tolerance for fraud, corruption, bribery, kickbacks and misappropriation. Everyone covered signs annual anti-fraud and conflict-of-interest declarations.	Anti-Fraud, Anti-Corruption & Whistleblower Protection Policy
Sexual exploitation, abuse and harassment	Zero tolerance for sexual exploitation and abuse, harassment, child abuse and trafficking. Sexual activity with any person under 18 is prohibited, whatever the local age of consent.	Safeguarding, PSEA & Child Protection Policy; Safeguarding Code of Conduct
Harassment and bullying	Everyone has the right to a respectful, harassment-free workplace in offices, field sites, events and online.	Anti-Harassment & Misconduct Investigation Policy
Child labour	Zero tolerance for child labour in WADDAN's own operations, its supply chain and its partners' work.	Child Labour Prohibition Policy
Forced labour and trafficking	Forced, bonded and compulsory labour, deceptive recruitment, withholding of identity documents, recruitment fees and trafficking are prohibited.	Modern Slavery, Forced Labour & Human Trafficking Policy
Money laundering, terrorism financing and sanctions	WADDAN complies strictly with anti-money-laundering, counter-terrorism-financing and sanctions requirements. Hawala and other informal transfers are prohibited.	AML/CFT & Anti-Terrorism / Sanctions Compliance Policy
Retaliation	Retaliation against a person who reports a concern in good faith is gross misconduct.	All of the above

How we make it real

1. **Everyone signs the Code of Conduct** before their first day of work. Failure to report a concern is itself a violation of the Code.
2. **Vetting and training.** Everyone engaged by WADDAN is vetted before deployment and completes safeguarding induction and annual refresher training.
3. **Safe ways to report.** Anyone may raise a concern, anonymously if they wish, through the Safeguarding Focal Person, a confidential email address, or directly to the Board Chair when senior management is involved.

4	**Prompt and independent handling.** Safeguarding reports are logged and acknowledged within 24 hours, and fraud and corruption reports within 72 hours. Cases are investigated by people independent of the matter.
5	**Protection for those who speak up.** Anyone who reports in good faith is protected from retaliation.
6	**Real consequences.** Substantiated cases can lead to disciplinary action up to termination, legal referral, donor notification and recovery of funds. For vendors and partners, breach leads to suspension and termination of the contract.

Raise a concern

You do not need proof to report. Visit www.waddan.org/complaints to find out how to contact us.

Contact

For general enquiries, please visit the Contact page of the WADDAN website: www.waddan.org/contact
To raise a complaint or safeguarding concern, please visit: www.waddan.org/complaints