

IFS Foundation

Conflict of Interest Policy

The Foundation and its donors must be free of conflicts.

1. Our values

- 1.1. The Foundation seeks to fulfill its mission of supporting efforts that promote a just, equitable and sustainable society in accordance with the United Nations' Sustainable Development Goals.
- 1.2. We believe our work in these critical program areas will lead toward systemic change that improves the lives of people, strengthens communities and fosters the success of institutions.
- 1.3. The Foundation is committed to transparency in its operations and grantmaking.

2. Our code of ethics

Respect for the communities we work with and serve.

Integrity in our actions.

Responsibility for our decisions and their consequences.

- 2.1. We are committed to:
 - 2.1.1. Acting honestly, truthfully and with integrity in all our transactions and dealings;
 - 2.1.2. Avoiding conflicts of interest;
 - 2.1.3. Appropriately handling actual or apparent conflicts of interest in our relationships;
 - 2.1.4. Treating our grantees fairly;
 - 2.1.5. Treating every individual with dignity and respect;
 - 2.1.6. Treating our employees with respect, fairness and good faith and providing conditions of employment that safeguard their rights and welfare;
 - 2.1.7. Being a good corporate citizen and complying with both the spirit and the letter of the law;
 - 2.1.8. Acting responsibly toward the communities in which we work and for the benefit of the communities that we serve;
 - 2.1.9. Being responsible, transparent and accountable for all of our actions; and
 - 2.1.10. Improving the accountability, transparency, ethical conduct and effectiveness of the nonprofit field.

3. Conflict of interest policies

- 3.1. The Foundation's commitment to clearly articulated policies to address potential conflicts of interest for Trustees and staff members dates back to its founding.
- 3.2. The Foundation recognizes that its Trustees and employees have broad interests and participate in many community, charitable and business activities. The broader the individual's experience, the more valuable the Trustee or staff member is to the Foundation. From time to time, however, a Trustee or staff member may serve as an officer, staff member, director, trustee or consultant to an organization under consideration for Foundation support. Situations also may arise where a Trustee or staff member's business or personal interests may be affected by a Foundation grant decision.

- 3.3. In all such cases, the Foundation understands that the potential for conflict of interest needs to be recognized and disclosed, and appropriate steps taken to prevent influence or favoritism by any Trustee or employee in the Foundation's grant decision. To that end, Trustees and staff members shall:
- 3.3.1. annually complete a conflict of interest disclosure statement;
 - 3.3.2. evaluate donors in accord with the Gift Acceptance policy
 - 3.3.3. evaluate partners and programmes using the AML and Funds Transfer Policy
 - 3.3.4. review relations in accordance with the Counterterrorism and Due Diligence / Procurement Policy
 - 3.3.5. provide grants only upon following the Grant Acceptance Policy.
- 3.4. These conflict of interest policies shall be applied to the grantmaking process, as wells to al all investment and business decisions and related matters.

4. Monitoring and Reporting

- 4.1. Details of the conflict of interest policy will be publicised on the Charity's website and will be a part of any Grant process.
- 4.2. Any suspicious activity or activity not in compliant with this policy should be reported in accord with the Whistleblower policy

5. Future Policy

- 5.1 This policy approved by the trustees of the Charity on November 19th 2020 will be reviewed annually to ensure that it continues to meet the objects of the Charity.