





**TASKEEN HEALTH INITIATIVE
FRAUD, BRIBERY AND ANTI-CORRUPTION
POLICY**

Prepared By	Department: Human Resource	Date: 6th April, 2020
Approved By COO/CEO	Signature: 	Date: 8th April, 2020

Revision History Table			
Revision	Date	Description of Change	Approved by COO/CEO
1.0	1st July, 2023	First Annual Revision	
2.0	1st July, 2024	Second Annual Revision	
3.0	1st January, 2025	Third Annual Revision	

Taskeen Health Initiative

A Company set up under section 42 of the Company's Act 2017
3rd Floor, Plot # 73C, Jami Commercial, 8th Commercial Street, Phase 7, DHA, Karachi, 75500
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www.taskeen.org



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FRAUD, BRIBERY, AND ANTI-CORRUPTION POLICY

POLICY STATEMENT

Taskeen Health Initiative maintains a strict zero-tolerance policy toward fraud, bribery, and corruption. This means that no level or form of fraudulent, corrupt, or unethical behavior is acceptable under any circumstance, whether within the organization or in relation to external partners, vendors, or stakeholders.

All individuals associated with Taskeen must uphold the highest standards of honesty, integrity, and ethical behavior. These standards are essential to safeguarding our mission, public trust, donor confidence, and service delivery.

Taskeen will comply with all applicable anti-corruption laws and regulations in every jurisdiction where it operates. This policy exists not only to reflect legal obligations but also to reinforce our commitment to transparency, accountability, and the responsible use of organizational resources.

SCOPE

This policy applies to all individuals associated with Taskeen Health Initiative, including:

- Employees (Part Time and Full Time))
- Interns and volunteers
- Consultants and contractors
- Board members and management
- Partner organizations, where applicable
- Vendors, suppliers, implementing partners, and third-party service providers

It applies to all activities conducted under the name of Taskeen Health Initiative, including financial transactions, partnerships, procurement, and donor-related engagements.

DEFINITIONS

- **Fraud:** Any intentional act of deception or misrepresentation for personal or organizational gain. This includes theft, forgery, falsification of documents, misstatement of facts, or unauthorized use of Taskeen's resources.
- **Bribery:** The offering, giving, soliciting, or receiving of any item of value (including gifts, favors, or payments) to influence the actions of an individual in a position of trust, either inside or outside the organization.
- **Corruption:** The abuse of entrusted power for private gain. This can include nepotism, collusion, manipulation of processes, or biased decision-making in exchange for benefit.
- **Undue Advantage:** Any gratification or favor (not necessarily monetary) beyond legal remuneration, received in exchange for preferential treatment, decisions, or services.

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1. POLICY COMMITMENTS AND RESPONSIBILITIES

1. Compliance with Legislation

- Taskeen will comply with all applicable national and international laws and conventions against fraud, bribery, and corruption.

2. Obligation of Integrity

- All individuals working for or on behalf of Taskeen are required to demonstrate the highest level of honesty and integrity in all actions and decisions.

3. Prohibited Practices

- Any act of bribery, misappropriation of funds or assets, falsification of documents, or granting/receiving undue advantages is strictly prohibited.

4. Due Diligence in Partnerships

- Taskeen will evaluate partner organizations and service providers for alignment with its anti-corruption values, incorporating anti-fraud expectations in contracts and the Code of Conduct.

5. Preventive Measures and Internal Controls

- Internal checks and controls shall be implemented and continuously updated to identify, prevent, and address fraud risks.
- Risk assessments, spot audits, and procurement reviews will be carried out regularly.

6. Promoting a Culture of Honesty

- Taskeen will foster a culture of transparency and ethical behavior.
- All employees are encouraged to report suspicious or unethical conduct, with assurance of protection under the **Whistleblower Policy**.

7. Sanctions and Recovery

- Any confirmed breach of this policy will result in strict disciplinary action, including dismissal and potential legal consequences.
- The organization reserves the right to recover any financial losses or damages incurred due to fraud or corruption.

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2. REPORTING AND INVESTIGATION PROCESS

All incidents or suspicions of fraud, bribery, or corruption must be reported promptly through the procedures outlined in Taskeen's **Whistleblower Policy**. The Whistleblower Policy ensures that all concerns are addressed fairly, professionally, and in a manner that protects the rights of both the complainant and the subject of the complaint.

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