



## PARA TI GLOBAL

### GENERAL POLICY ORDERED BY BOARD OF DIRECTORS ANTI-BRIBERY AND CORRUPTION POLICY

#### **Introduction and Purpose**

Para Ti Global (PTG) is committed to operating with integrity, transparency, and accountability. As a nonprofit organization, PTG strives to maintain the highest standards of ethical conduct in all its activities, including those related to financial transactions, donations, and partnerships.

PTG has a zero-tolerance approach towards bribery and corruption in all its forms, and expects its employees, volunteers, and partners to adhere to the same standards. The purpose of this Anti-Bribery and Corruption Policy is to provide guidance and rules for identifying, preventing, and reporting bribery and corruption within PTG.

#### **Definition of Bribery and Corruption**

Bribery is the act of offering, giving, receiving, soliciting, or accepting any item of value, such as money, gifts, or services, with the intent of influencing a person's behavior or decision-making in favor of the giver or the recipient. Corruption is the abuse of power, influence, or resources for personal or organizational gain, often involving bribery or other illegal or unethical practices.

#### **Prohibition of Bribery and Corruption**

PTG prohibits all forms of bribery and corruption, including but not limited to:

- Offering, giving, receiving, or soliciting bribes, kickbacks, or other unlawful or unethical payments or favors.
- Using influence or connections to gain an unfair advantage or obtain benefits or services that are not deserved or justified.
- Misusing or diverting funds, resources, or assets for personal or unauthorized purposes.
- Failing to disclose conflicts of interest or engaging in self-dealing, nepotism, or favoritism.
- Falsifying or manipulating records, accounts, or reports to conceal or facilitate bribery or corruption.

### **Responsibilities and Obligations**

All employees, volunteers, and partners of PTG have a responsibility to uphold the principles and standards of this Anti-Bribery and Corruption Policy. Specifically, they are expected to:

- Refrain from engaging in any form of bribery or corruption, whether directly or indirectly, on behalf of PTG or in connection with PTG's activities.
- Report any suspected or actual incidents of bribery or corruption to the appropriate authorities and to PTG's management and Compliance Officer.
- Cooperate fully with any investigations or audits related to bribery or corruption allegations, and provide accurate and complete information and documentation as requested.
- Take appropriate measures to prevent and detect bribery and corruption, such as implementing adequate controls, training programs, and due diligence procedures for partners and third parties.

### **Enforcement and Consequences**

PTG takes allegations of bribery and corruption very seriously and will investigate all reports of suspected or actual misconduct. Violations of this Anti-Bribery and Corruption Policy may result in disciplinary action, up to and including termination of employment, volunteer service, or partnership, as well as legal or financial penalties.

### **Conclusion**

PTG is committed to promoting a culture of transparency, accountability, and ethical behavior in all its activities. By adhering to the principles and standards of this Anti-Bribery and Corruption Policy, we can ensure that PTG's mission and values are upheld and that our stakeholders' trust and confidence are maintained.



This policy was adopted by unanimous vote of the Para Ti Global board of directors.

Witness our corporate seal this 8th day of April, 2023.

