

Business Ethics Policy

WSUP is committed to conducting business with integrity, openness, transparency and accountability; and to showing respect for human dignity and the rights of individuals and communities. We have a “zero tolerance” approach to fraud and prohibit bribery in any form whether direct or indirect. We will ensure that the policy is applied in all WSUP's activities and in dealings with development partners, agents, contractors and other third parties with whom we have business relationships. Our policy relates to our objectives for ethical conduct and performance, and covers the following areas, specific objectives and processes for which are detailed in WSUP's Business Ethics Procedures document:

- Transparency
- Human Rights
- Labour Standards
- Child & Vulnerable Adults Safeguarding
- Individual Conduct
- Conflicts of Interest
- Bribery and Corruption
- Fraud
- Environment, Health and Safety
- Corporate Governance

Responsibility for adherence to this policy is delegated by the WSUP Board to the CEO of WSUP.

We encourage any party to report actual, attempted or suspected fraud and/or other forms of illegal activity and/or other breach of any of the provisions within this policy, without fear of reprisal, to their Manager (if a member of staff), or to the Chief Executive or Board Director, or use the Whistleblowing Process included in our Business Ethics Procedure.

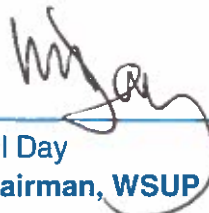
We will thoroughly investigate any allegations of breach of any of the provisions within this policy. We will address any instances of breach in accordance with the Disciplinary Policy or relevant contractual clauses with associated third parties. We have the right to dismiss or transfer to other duties any personnel who breach any of the provisions within this policy or to immediately terminate a contract with a third party.

All managers and supervisors have a duty to familiarise themselves with the types of improprieties and/or breaches that might be expected to occur within their areas of responsibility and to be alert for any indications of irregularity. Staff are responsible for ensuring that WSUP's reputation and assets are protected against impropriety, reporting any known or suspected breach and assisting in the investigation of suspected breach.

The policy will be reviewed and revised as necessary at regular intervals (at least annually) in consultation with the Risk Committee of Board.



Neil Jeffery
Chief Executive, WSUP



Will Day
Chairman, WSUP