**Every Child Plays**

**Anti Bribery Policy**

**Effective March 26, 2025**

**I. PURPOSE** Every Child Plays ("ECP") is committed to conducting its activities with integrity, transparency, and in full compliance with all applicable anti-bribery and corruption laws. The purpose of this Anti-Bribery Policy ("Policy") is to establish clear guidelines for our staff, volunteers, partners, and donors to ensure ethical practices in all our engagements.

**II. SCOPE** This Policy applies to:

* All officers, directors, employees, and volunteers of ECP.
* All contractors, consultants, advisors, donors, grant recipients, and any other third parties conducting business with or providing support to ECP.

**III. PROHIBITED CONDUCT**

A. **Bribery and Improper Payments** No individual or entity acting on behalf of ECP may, directly or indirectly, offer, give, request, or accept anything of value in exchange for an improper advantage. This includes, but is not limited to:

* Cash payments or kickbacks
* Gifts, entertainment, or travel intended to influence decision-making
* Charitable contributions made to improperly influence an official or partner’s decision
* Any other advantage or benefit given with corrupt intent

B. **Dealing with Government Officials** ECP prohibits offering or giving anything of value to government officials to secure or retain business, obtain permits, or gain an improper advantage. All interactions with government agencies must comply with applicable laws and be transparent.

C. **Donor and Partner Integrity** ECP does not accept donations or funding that are conditioned upon any improper benefit or advantage to the donor. All fundraising efforts must be conducted ethically and in compliance with legal and regulatory requirements.

**IV. RECORD-KEEPING AND REPORTING**

A. **Accurate Documentation** All financial transactions must be properly recorded and transparent. False, misleading, or incomplete records are strictly prohibited.

B. **Reporting Violations** Any suspected violations of this Policy must be reported immediately to ECP’s leadership team or through our designated confidential reporting channel. ECP prohibits retaliation against individuals who report in good faith.

**V. ENFORCEMENT** Violations of this Policy may result in disciplinary action, including termination of employment, volunteer status, or partnerships. Additionally, individuals or entities involved in bribery may be subject to legal consequences under applicable laws.

**VI. EFFECTIVE DATE AND REVIEW** This Policy is effective immediately and will be reviewed periodically to ensure continued compliance with best practices and legal requirements.

**ACKNOWLEDGEMENT OF EVERY CHILD PLAYS ANTI-BRIBERY POLICY**

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, on behalf of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ ("Company/Individual"), acknowledge and agree to comply with the Every Child Plays Anti-Bribery Policy.