

Executive Statement on Zero Tolerance for Prohibited Practices

The Environmental Investment Fund of Namibia (EIF) has a zero tolerance for prohibited practices which include **fraud, theft, bribery, misconduct, nepotism, corruption, mismanagement, and any form of inappropriate and unethical conduct**. This applies to all EIF staff members, third party suppliers, executing entities and counterparts collaborating with the EIF in its activities. Employees and representatives of the EIF are obligated to always practice honesty and integrity in fulfilling their responsibilities and to comply with all applicable policies, laws, and regulations.

The EIF put in place the Code of Business Conduct and Ethics (The Code) that outlines the Fund's policy on zero tolerance on Prohibited Practices and explicitly specifies forms of practices, conduct and activities which are prohibited by the EIF. The Code further requires all employees and persons acting on behalf of the EIF to uphold the highest standards of integrity and professionalism at all times, as well as to adhere to the EIF's core values, standards, and principles. Demands for kickbacks, requests for 'loans,' solicitation of gifts, requests for discounts, irregular payments to third parties, demands for payment to expedite application processing, mismanagement of resources or project funds, and insistence on contracting or procuring from specific suppliers and contractors are all examples of prohibited practices that require whistle-blowing and punitive action. For the EIF, reporting suspected corruption, mismanagement, and/or unethical behaviour serves as an enabler to deter unethical conduct, foster high ethical standards, and maintain accountability and public confidence in the EIF, its operations, and its funded activities.

Conversely, the Code clarifies what is deemed acceptable business behaviour from a EIF employee and, thereby, seeks to ensure the EIF's sustainable business. At the core of this Code are the following values:

- **Service**
- **Integrity**
- **Transparency**
- **Excellence**

Directors:

M.Tjongarero (Chairperson), L.Brown (Vice Chairperson), D.Hans-Kaumbi, O. Hamutumwa, L.Ndjamba, J.Namoloh, P. Muteyauli, B. Libanda (CEO)



Through its Accountability Platform, the Fund aims to promote a culture of speaking out against wrongdoing and provides a mechanism for addressing grievances arising from staff members, stakeholders, operations, and funded activities. This platform serves as a tool to deter unethical conduct. REPORT IT, DON'T PARTICIPATE. Prohibited Practices Reports are investigated anonymously. Find out how to report: https://www.eif.org.na/complaints_handling_procedures

Report theft, fraud, bribery, corruption, misconduct, mismanagement, and nepotism anonymously

Environmental Investment Fund of Namibia is committed to ethical behaviour and integrity in all its transactions and operations. Our online Accountability platform provides a reporting channel for prohibited practices. The platform is confidential and operates 24 hours a day, 7 days a week, and 365 days a year. E-mail a tip off to complaints@eif.org.na or Call +264 61 431 7740; Website: www.eif.org.na



Benedict Libanda
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