



## **BOARD OF DIRECTORS AND EXECUTIVE COUNCIL STATEMENT ON ZERO TOLERANCE FOR CORRUPTION, FRAUD, AND FINANCIAL MALPRACTICE**

**TO:**

**All Staff  
Partners  
Contractors  
Consultants  
Sub-Grantees  
External Stakeholders**

The HATOF Foundation is committed to ensuring that human progress, economic development, and environmental protection occur together through transparent, accountable local and global actions. As an admitted observer to Multilateral Environmental Agreements and a key partner in international climate finance, HATOF recognizes that safeguarding the financial integrity of every dollar entrusted to us is paramount to achieving sustainable development, low-carbon, climate-resilient development.

### **1. Absolute Zero Tolerance**

The Board of Directors and the Executive Council of the HATOF Foundation maintain an absolute Zero-Tolerance Policy toward all forms of fraud, bribery, corruption, financial mismanagement, kickbacks, nepotism, embezzlement, abuse of power, or any other financial malpractice. This zero-tolerance mandate applies strictly to:

- All members of the HATOF Board of Directors.
- All executive council, permanent staff, and temporary employees.
- Any external entities directly or indirectly associated with HATOF projects, including partners, contractors, consultants, vendors, and sub-grantees.

In strict alignment with the HATOF Code of Conduct and Ethics Policy, this prohibition explicitly covers:

- The misuse, waste, or personal diversion of any HATOF resources, including corporate funds, physical assets (computers, mobile phones), project vehicles, office technology, and staff working hours.
- The receipt of any compensation, honoraria, or unauthorized tangible gifts from project-related entities exceeding a market value of ₵100.
- The execution of any project payment, including cash payments, without verifiable, adequate supporting documentation.

### **2. Enforcement and Independent Oversight**

No individual or entity acting on behalf of or partnering with HATOF may offer, give, solicit, or accept bribes, or influence decisions for personal or organizational gain. Any violation of this policy, whether by internal staff or external partners, will result in immediate disciplinary action, up to and including instant termination of employment, immediate cancellation of contracts, formal notification to donor funds, and direct escalation to legal and law enforcement authorities

### **3. Absolute Whistleblower Protection**

HATOF provides safe, confidential, and uncompromised reporting channels for any suspected financial misconduct. The Board of Directors explicitly guarantees that whistleblowers will be protected from any form of retaliation, harassment, or adverse professional consequences. All allegations will be thoroughly and independently investigated.



**HATOF Foundation**  
(An Environment NGO)

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*GHANA'S CSO REP. 2ND PERMANENT GENERAL ASSEMBLY OF AU ECOSOCC*

Signed on behalf of the Board of Directors and Executive Management:

**Dr. Samuel Dotse**  
**Chief Executive Officer**  
**Date: August 4, 2025**

**Prof. Albert Ahenkan**  
**Chairperson, Board of Directors**  
**Date: August 4, 2025**