



# YOUNG IGNITED MINDS FOUNDATION

(Registered under The Indian Trust Act, 1882, Registered under sec 80G &12AA of Income Tax Act,1991)

## Young Ignited Minds Foundation (YIMF) Anti-Corruption and Anti-Bribery Policy

### 1. Purpose

Young Ignited Minds Foundation (YIMF) is committed to the highest standards of integrity, transparency, and ethical conduct. This policy aims to prevent and detect any form of bribery and corruption, ensuring compliance with applicable Indian laws including the **Prevention of Corruption Act, 1988**, and promoting a culture of honesty and accountability.

### 2. Scope

This policy applies to:

- All employees, volunteers, interns, board members, consultants
- Contractors, vendors, donors, partners, and any third parties acting on behalf of YIMF

It is applicable to all operations and activities of YIMF, regardless of location.

### 3. Policy Statement

YIMF strictly prohibits:

- Offering, giving, soliciting, or receiving any bribe, kickback, facilitation payment, or anything of value intended to improperly influence any act or decision.
- Engaging in or tolerating any form of corruption or unethical business practice.

This applies to dealings with both **public officials** and **private sector individuals or entities**.

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## 4. Definitions

- **Bribe:** A bribe is any inducement or reward offered, promised, or provided to gain any commercial, contractual, regulatory, or personal advantage.
- **Facilitation Payment:** A small, unofficial payment made to expedite routine government actions is also considered a bribe and is strictly prohibited.

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## 5. Gifts, Hospitality, and Donations

- Modest and occasional gifts or hospitality may be allowed if they are:
  - Not cash or cash equivalents
  - Not intended to influence decision-making
  - In line with local customs and approved by management
- Donations or sponsorships must never be used as a cover for bribery.

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## 6. Reporting and Whistleblower Protection

- Any employee or associate who suspects a violation must report it promptly to the **Designated Officer**.
- YIMF ensures **protection from retaliation** to any individual reporting concerns in good faith.

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## 7. Training and Communication

YIMF will conduct periodic training and ensure this policy is communicated across the organization, especially to those working in procurement, donor relations, and external partnerships.

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## 8. Disciplinary Measures

Any breach of this policy may lead to disciplinary action including termination of employment, blacklisting of vendors, and legal consequences as per applicable law.

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## 9. Review

This policy shall be reviewed annually and updated as required to ensure relevance and effectiveness.

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*At YIMF, we believe that integrity is the foundation of our service to society. Zero tolerance for corruption is central to our values and operations.*

