

Message from the Group CEO



This statement outlines the integrity and ethical standards expected of employees, partners, suppliers and service providers when doing business with and for Amref Health Africa. Amref Health Africa takes responsibility for enforcing these standards internally and expects the same of every individual and organisation we deal with. I hope you find this statement of assistance in your business dealings with Amref Health Africa.

- Dr Githinji Gitahi

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www.amref.org

About Amref Health Africa

Amref Health Africa is the largest health development non-governmental international organisation based in Africa, committed to improving health and health care in Africa. Headquartered in Nairobi, Amref Health Africa has offices in Ethiopia, Kenya, South Sudan, Tanzania and Uganda, and regional hubs in Southern and West Africa. We reach more than 30 African countries through our outreach, training and laboratory strengthening activities. To support our operations in Africa through fundraising and advocacy, we have 11 offices across Europe and North America. Amref Flying Doctors is a fully owned subsidiary of Amref Health Africa.

Our vision is 'Lasting Health Change in Africa'. With over half a century of experience in delivering health care and building health systems, Amref Health Africa supports those at the heart of the communities, particularly women and children. Partnership and networking are key elements of our approach in order to ensure that holistic solutions are found to address the health needs of communities.

Our Values and Beliefs

Amref Health Africa believes in health as a human right, the spirit and inherent power of communities and the power of partnerships. We uphold gender equity, non-discrimination, trust and transparency, professional standards and ethics, sustainability, environmental protection, innovation and a pro-poor disposition.

What is Expected of You

Amref Health Africa requires all suppliers and service providers to adhere to the following principles:

- Comply with and respect Amref Health Africa's legislative obligations, donor requirements, policies, procedures and contract conditions;
- Respect the obligation of Amref Health Africa employees to act in accordance with this statement;
- Provide accurate and reliable information when required;
- Declare potential or perceived conflicts of interest as soon as they become known;
- Act ethically, fairly and honestly in all dealings with Amref Health Africa;
- Refrain from exerting pressure on your staff to act in ways that contravene reasonable business practices

Canvassing of tender committee members for support of a quotation or tender is strictly prohibited and will disqualify submissions from further consideration.

Doing Business with Amref Health Africa

Amref Health Africa awards business solely on merit, based on the principles spelt out in this statement and the guidelines below:

Zero Tolerance to Unethical Practices

Amref Health Africa has zero tolerance for unethical or corrupt behaviour at any level of the organisation and takes appropriate remedial action where necessary.

Sustainability

Amref Health Africa is committed to sustainability in all its dealings to minimise negative environmental, social and economic impact. We encourage our suppliers and service providers to adopt similar standards to ensure our dealings are compliant.

Who to contact

If you know of or suspect unethical behaviour such as misuse of funds or resources, bribery, requests for kickbacks or conflict of interest, report your concerns **ANONYMOUSLY**, any time or day, through the confidential hotline or online channels below:

Toll Free Line: 0800722626 | **Email:** amref@tip-offs.com | **Website:** www.tip-offs.com

NOTE: The ethics facility is outsourced and ensures that the reporting persons are totally anonymous. Existing laws provide protection for anonymous reporting provided that the information is factual and not slanderous.

Gifts and Benefits

No employee may receive benefits, gifts or commissions from a supplier or partner in return for advice or purchases by the organisation or for any other activity for the supplier.

Sponsorship and Related Practices

Amref Health Africa will not ask for, or enter into, any sponsorship or similar arrangement that is not open and transparent, or if the sponsorship creates a perception of improper influence.

Conflict of Interest

Conflict of interest exists when an employee could be influenced, or a reasonable person would perceive that they could be influenced, by a personal interest when carrying out their official duty. All parties are required to disclose any actual or potential conflict of interest. Such conflicts must be resolved in the favour of public interest.

Confidentiality

Amref Health Africa will maintain appropriate confidentiality and will not disclose proprietary information unless legally required to do so. Parties are expected to respect each other's intellectual property rights and formally negotiate any access, licence or use of intellectual property.

Employment

Amref Health Africa is an equal opportunity employer and will give fair consideration to all employees and applicants for employment. It does not permit discrimination of any kind on grounds of colour, creed, age, race, religion, gender, sexual orientation, disability, political opinion, culture, national extraction, marital status or medical condition. Anyone seeking employment with Amref Health Africa can access current vacancies through <http://amref.org/ways-to-give/vacancies/>

Partners and Contractors

All partners and contracted employees are expected to comply with the set standards.

For any questions and/or clarification, e-mail: ethics@amref.org