



POLICIES AND PROCEDURES

FUNDING PRINCIPLES

1. Introduction

This policy sets out the nature and extent of ethical decision-making pertaining to funding opportunities applied and entered into.

2. Policy

The Foundation for Professional Development (FPD) Funding Policy aims to ensure that the organisation preserves its independence and maintains control over its strategic direction, objectives, priorities and programmes without undue interference from funders. It also provides transparency so our partners, beneficiaries and the general public can see who our funding sources are.

3. Principles

Overall FPD activities should align with FPDs commitment to adhere to UN Global Compact principles namely:

- **Human Rights**
 - **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights;
 - **Principle 2:** Make sure that they are not complicit in human rights abuses.
- **Labour**
 - **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
 - **Principle 4:** The elimination of all forms of forced and compulsory labour;
 - **Principle 5:** The effective abolition of child labour; and
 - **Principle 6:** The elimination of discrimination in respect of employment and occupation.
- **Environment**
 - **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
 - **Principle 8:** Undertake initiatives to promote greater environmental responsibility; and
 - **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.
- **Anti-Corruption**
 - **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

The FPD Management, guided by the Board of Directors instructions, also has to adhere to the following principles when making decisions around potential funding opportunities:

- **Principle 1:** The purpose of the funding should advance FPD's vision and mission.
- **Principle 2:** Accepting the funding should not compromise FPD's values.
- **Principle 3:** The funding should not restrict FPD's academic autonomy.
- **Principle 4:** The choice of accepting or rejecting of funding should be evidence and not opinion based

4. General Rules

To further assist this decision process, general considerations includes:

- The funding should not result in undue influence over internal activities, i.e., the funder agrees to respect FPD's ethics, values, policies, strategic objectives, academic autonomy and expertise;
- The nature of the funder's business and activities. FPD does not accept funding from the Tobacco industry (including front organizations such as the Foundation for a Smoke Free World) the Alcohol industry and Arms industry.
- Whether the funder has received unfavorable media attention;
- Whether the consequences of any affiliation with the funder might have a negative effect on FPD's reputation, activities and beneficiaries; and
- Should the funding be accepted, FPD should ensure that it complies with US anti-money laundering laws and all Office of Foreign Office Control (OFAC) regulations and lists.

5. Anonymous funding

FPD does not accept anonymous funding or funding where we cannot reasonably ascertain the identity of the funder. In the case of crowdfunding, in addition to the conditions above, we will consider whether the reputation of the crowdfunding platform used is acceptable.

6. Approval of this policy

This policy must be approved by the Board and is subject to annual review.