Delta University for Science and Technology

Governance Policy

Anti-Corruption and Anti-Bribery Policy

Policy Code	GOV 13
Policy Name	**Anti-corruption and anti-bribery**
Handler	Office of Legal Affairs & Policy University Administration Board of Trustees
Date created	August 2019
Date reviewed	February 2023
Approved by	University Council
Date of Approval	Round number (50) Thursday 3 October 2019

Introduction

Delta University for Science and Technology is committed to conducting business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure all forms of bribery, corruption, and fraud are prevented. Delta University for Science and Technology has zero tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships we build with our employees. Delta University for Science and Technology will constantly uphold all laws relating to anti-bribery and corruption and adhere to the SIZA Social Standard requirements in combating any form hereof.

- Delta University creates this policy in light of the Administrative Control Authority's unwavering commitment to implementing the National Anti-Corruption Strategy 2023-2030, launched under the auspices of H.E. Mr. President Abdel Fattah El-Sisi, this strategy complies with:

A) The Egyptian National Anti –Corruption Strategy (2019-2022)

B) The National anti-corruption and bribery strategy (2023-2030)

This policy applies to all employees, managers, and owners of Delta University for Science and Technology, including temporary or contract employees. Employees must ensure that they do not become involved in any way in the payment of bribes. This policy sets out the minimum standards (SIZA; South African Legislation, ILO conventions and recommendations, or any other relevant legislation that might be applicable) to which all employees of Delta University for Science and Technology must adhere at all times.

Definitions

Bribery can be described as: giving or receiving anything from any person (usually money, a gift, loan, reward, favour, commission or entertainment), as an improper inducement or reward for obtaining business, employment or any other benefit. Bribes can therefore include, but are not limited to:

- Gifts and excessive or inappropriate entertainment, hospitality, travel and accommodation expenses;
- Payments, whether by employees or business partners such as recruiters, labor service providers or consultants; and
- Other 'favours' provided to supervisors, such as making unwanted advances, payments or promises.

University Commitment

All employees of Delta University for Science and Technology must adhere to the company ethos of bribery and corruption. No employee or manager will be allowed to take part or become involved in any form of bribery, corrupt behavior, or fraud, including the following:

- Offer, pay, or give anything of value to any person through which one will unethically gain something in return which is not provided for in terms of their employment contract.
- Attempt to mislead or induce any person to do something illegal or which goes against the company policy.
- Mislead or intentionally lie to any person to gain an advantage above and beyond their employment agreement.
- Violate any rules by shifting blame or responsibility onto another employee/person.
- Fraudulent practices against the company ethos or legislation.

Delta University for Science and Technology is committed to remove and combat any inappropriate behaviour immediately and will not tolerate such behaviour from employees, managers, or customers/clients in any way or form. This policy hereby binds the company to its commitment to regularly discuss and mitigate factors related to any form of bribery, corruption, or fraudulent behaviour.