

RESPONSIBLE MICA INITIATIVE

ANTI-CORRUPTION POLICY

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The Responsible Mica Initiative (RMI, “the organization”) is firmly committed to maintaining high ethical standards and actively combating corruption in all its forms. This policy aims to establish clear principles and rigorous procedures to ensure the ethical conduct of all staff and stakeholders associated with the Responsible Mica Initiative’s activities.

1. Fundamental principles

Integrity and Ethics: all staff, members and stakeholders (implementing partners, contractors, ...) associated with the activities of the Responsible Mica Initiative are expected to act with integrity and ethics in all activities related to the organization.

Financial Transparency: the Responsible Mica Initiative is committed to maintaining transparent financial practices, including fully disclosing annual accounts.

Information and Awareness: Staff, members, and stakeholders (implementing partners, contractors, etc.) associated with the Responsible Mica Initiative activities will receive regular information on corruption risks, anti-corruption policies, and internal reporting mechanisms.

2. Definition and Applicability

Definition: Corruption is a deviant act or behavior involving the abuse of power, manipulation or misappropriation of resources for personal gain, often in the context of governmental, commercial or institutional activities. It can take many forms, such as fraud, influence peddling, bribery and embezzlement, and compromises the integrity and fairness of processes and transactions.

Applicability: In the course of their work or collaboration for or with the Responsible Mica Initiative, all staff, members, and stakeholders (implementing partners, contractors, etc.) associated with the activities of the Responsible Mica Initiative are required (i) not to accept any and to denounce any attempt at bribery of which they may be the object, and (ii) not to initiate any attempt at bribery vis-à-vis a third party.

3. Anti-corruption procedures

Reporting mechanisms: all staff, members, and stakeholders (implementing partners, service providers, etc.) involved in the Responsible Mica activities must report any suspicious activity as soon as it is identified. Reporting can be made to the preferred contact within the Responsible Mica Initiative executive team (direct manager, head of a dedicated project or working group, etc.), who will refer the matter, if necessary, to the Responsible Mica Initiative’s Executive Director or the Board of Directors.

The Responsible Mica Initiative also has a [grievance mechanism](#) on its website for confidential reporting. This reporting channel enables any staff member, RMI member, or stakeholder to report suspicious activities anonymously.

Any open or anonymous report can be made without fear of reprisal.

Investigations and Sanctions: Any allegation of corruption will be thoroughly investigated internally, and appropriate sanctions will be taken in the event of a proven breach of the anti-corruption policy.

1. Individual responsibilities

Personal Conduct: Each staff member, RMI member, or stakeholder (implementing partners, contractors, etc.) associated with the Responsible Mica Initiative activities is responsible for his or her personal conduct and must avoid any behavior that could compromise the organization's integrity.

Line responsibility: Line managers and the Board of Directors are responsible for promoting a culture of integrity and for reporting any suspicious activity to the Executive Management and the Board of Directors of the Responsible Mica Initiative.

2. Communication and Awareness

Ongoing communication: the Responsible Mica Initiative will regularly communicate its anti- corruption policy and encourage awareness of these principles among all stakeholders.

3. Adoption and updating

Adoption: This Anti-Corruption Policy is adopted by the Board of Directors of the Responsible Mica Initiative and is effective immediately.

Periodic review: This policy will be reviewed periodically to ensure that it remains relevant and effective.

The Responsible Mica Initiative is committed to rigorously applying this anti-corruption policy and to working proactively to prevent, detect and deal with all forms of corruption within the organization.

Signed _____