



INTEGRITY REPORT

2023 – 2024



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Introduction

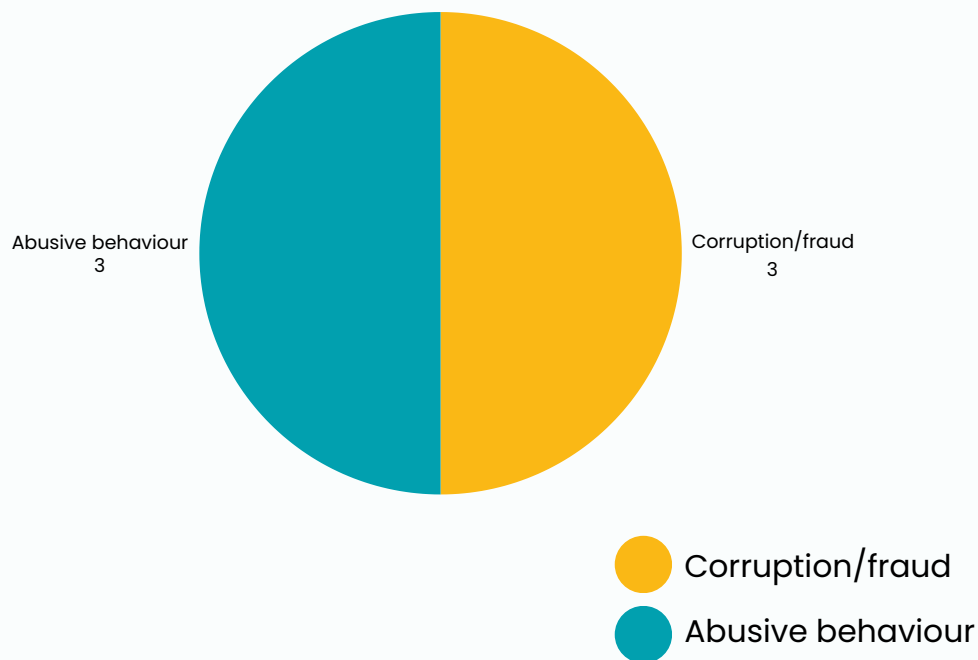
With the aim of promoting equitable societies where justice prevents conflict and guarantees human rights, ASF places integrity at the heart of its action. Everyone who contributes to its mandate must respect its values and the rules established to protect them. ASF has zero tolerance for any violation of its code of ethics, including sexual, physical or moral violence, as well as fraud and corruption. This integrity report is part of this approach.

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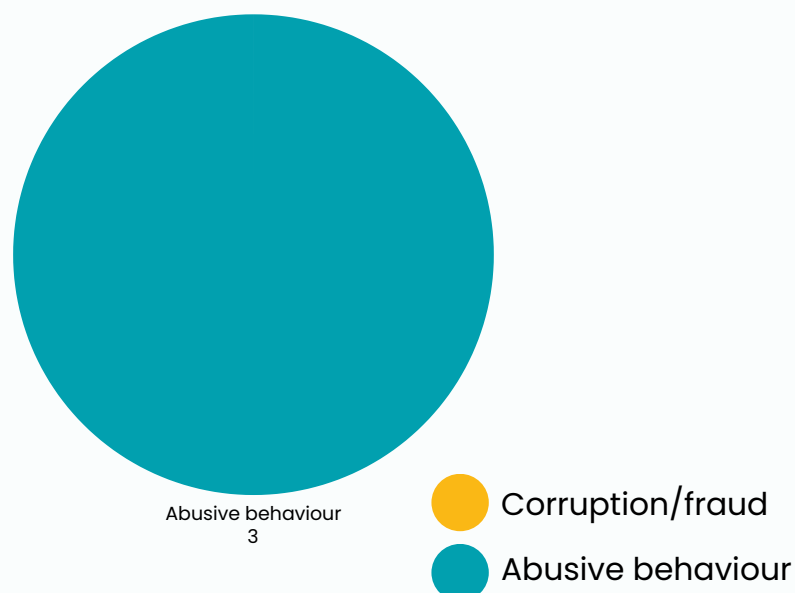
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Figures

Reports received in 2023



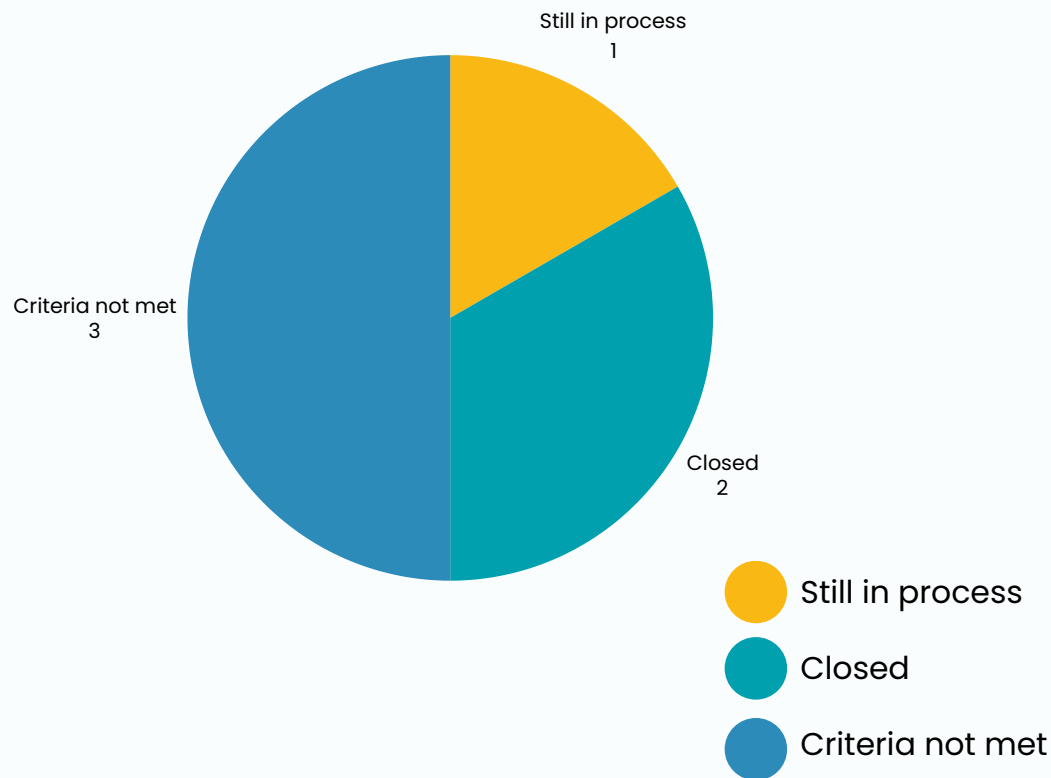
Reports received in 2024



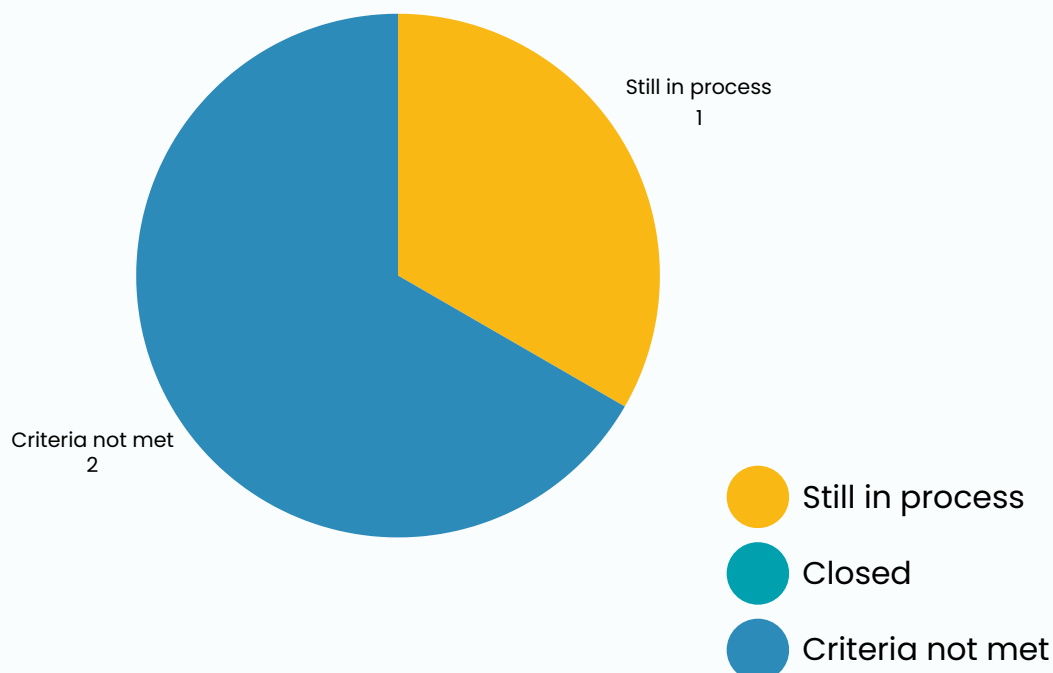
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Complaint handling procedures in 2023



Complaint handling procedures in 2024



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Measures taken

Type of measures taken following closing of incidents

- Setting up an investigation team
- Modification of partner reporting rules
- Modification of internal rules for monitoring and validating monthly activity reports
- Audit mission
- External coaching (coach/Mensura)

Inadmissible incidents

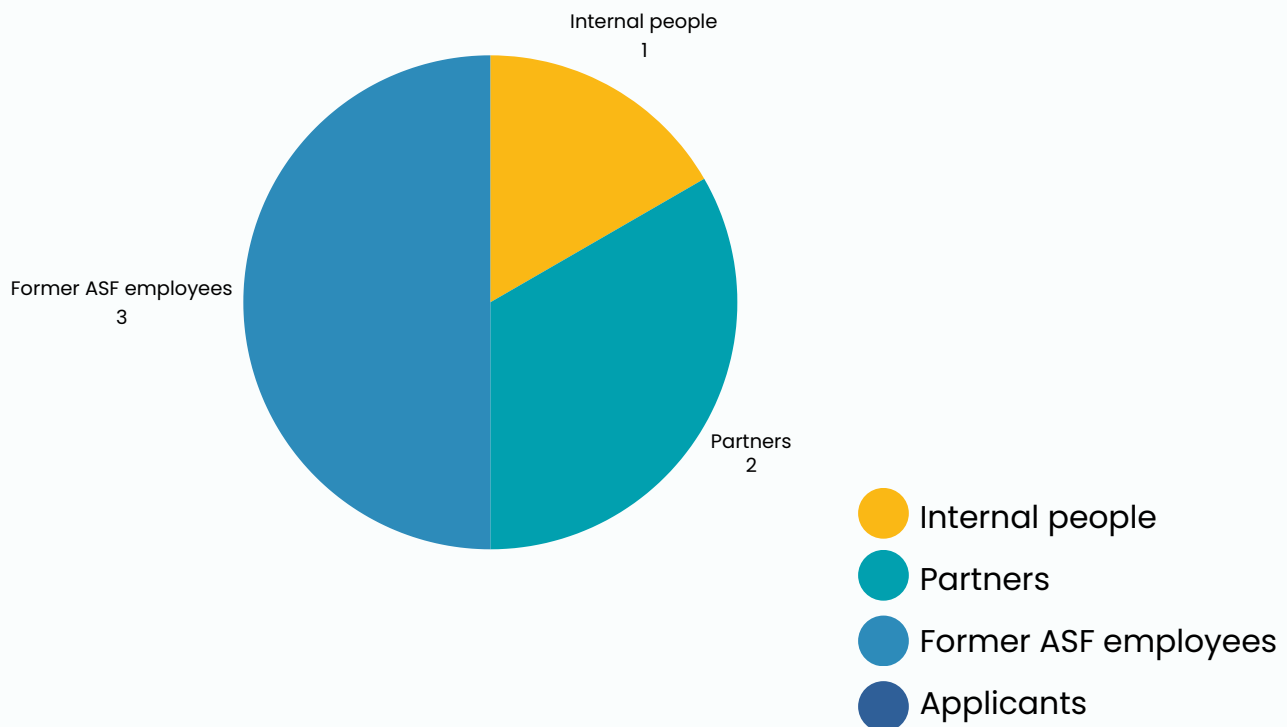
- Management or communication errors unrelated to personal integrity

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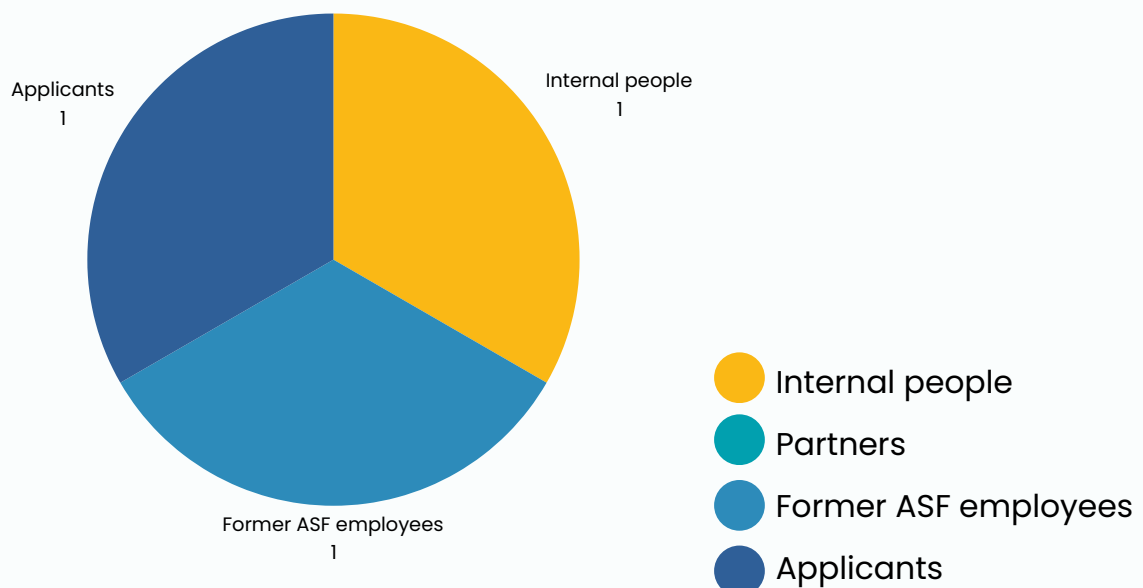
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Figures

Whistleblowers in 2023



Whistleblowers in 2024



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Management of our policies and procedures

Important aspects of our policies and procedures to consider:

- The recruitment process (importance of the first call, clear job description, positioning in the grid and organisation chart, etc.).
- The individual monitoring procedure (encouraging progress, increasing exchanges, monitoring objectives, reinforcing skills).

Total transparency helps to build trust and avoid misunderstandings.



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Importance of communication

Good communication right from the job interview helps to:

- Clarifying expectations
- Avoiding frustration
- Being aligned
- Reduce the risk of disappointment
- Facilitating coordination and collaboration
- Motivate and engage



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What happens next?

Coming up in the next few weeks:

- Elections without candidates (at least 4 councillors)
- Training of these candidates
- Refresh of the integrity procedure in all countries

