SAID ANTI BRIBERY/CORRUPTION POLICY

The Anti-Bribery/Corruption Policy, is foundation policy that bear directly on anti-bribery/corruption compliance. These policies are set out in full below.

Anti-Bribery/Corruption Policy

It is the policy of SAID that directors, officers, employees, and volunteers acting on its behalf are

- Prohibited from offering or paying, directly or indirectly, any bribe to any employee, official, of the organization, or individual in connection with the organization. A bribe for purposes of this policy is any money, goods, services, or other thing of value offered or given with the intent to gain any improper advantage for the organization.

- No director, officer, employee, or volunteers should assume that the organization’s interest ever requires otherwise.

- SAID is to comply with all governmental laws, rules, and regulations applicable to its organization.

- SAID in its Policy does not stop there. Even where the law is permissive, the organization chooses the course of highest integrity. Local customs, traditions, and mores differ from place to place, and this must be recognized. But honesty is
not subject to criticism in any culture. Shades of dishonesty simply invite
demoralizing and reprehensible judgments. A well-founded reputation for
scrupulous dealing is itself a priceless corporate asset.

- The Corporation cares how results are obtained, not just that they are obtained.
Directors, officers, and employees should deal fairly with each other and with the
organization's suppliers, customers etc.

- The Corporation expects compliance with its standard of integrity throughout the
organization and will not tolerate employees who achieve results at the cost of
violation of law or who deal unscrupulously. The organization's directors and
officers support, and expect the Corporation's employees to support, any
employee who passes up an opportunity or advantage that would sacrifice ethical
standards.

- It is the Corporation's policy that all transactions will be accurately reflected in its
books and records. This, of course, means that falsification of books and records,
and the creation or maintenance of any off-the-record bank accounts are strictly
prohibited.

- Employees are expected to record all transactions accurately in the
organization's books and records, and to be honest and forthcoming with the
organization's internal and independent auditors.

- The Corporation expects compliance with its standard of integrity throughout the
organization and will not tolerate employees who achieve results at the cost of
violation of the law or who deal unscrupulously.

- SAID expects candor from employees at all levels and adherence to its policies
and internal controls. One harm which results when employees conceal
information from higher management or the auditors is that other employees
think they are being given a signal that the Corporation's policies and internal
controls can be ignored when they are inconvenient. That can result in corruption
and demoralization of an organization.

- The organization's system of management will not work without honesty,
including honest bookkeeping, honest budget proposals, and honest economic
evaluation of projects. It is the Corporation's policy to make full, fair, accurate,
timely, and understandable disclosure in reports and documents of the
organization
- All employees are responsible for reporting material information known to them to higher management so the information will be available to senior executives responsible for making disclosure decisions.

EXECUTIVE DIRECTOR

SECRETARY