



TIDA'S CODE OF CONDUCT

ORGANIZATIONAL CODE OF CONDUCT:

TIDA and its employees must, at all times, comply with all applicable laws and regulations. TIDA will not condone the activities of employees who achieve results through violation of the law or unethical business dealings. This includes any payments for illegal acts, indirect contributions, rebates, and bribery. TIDA does not permit any activity that fails to stand the closest possible public scrutiny.

All business conduct should be well above the minimum standards required by law.

Accordingly, employees must ensure that their actions cannot be interpreted as being, in anyway, in contravention of the laws and regulations governing TIDA's operations.

Employees uncertain about the application or interpretation of any legal requirements should refer the matter to their supervisor, who, if necessary, should seek appropriate legal advice.

GENERAL EMPLOYEE CONDUCT:

TIDA expects its employees to conduct themselves in a businesslike manner. Drinking, gambling, fighting, swearing, and similar unprofessional activities are strictly prohibited while on the job.

Employees must not engage in sexual harassment, or conduct themselves in a way that could be construed as such, for example, by using inappropriate language, keeping or posting inappropriate materials in their work area, or accessing inappropriate materials on their computer.

CONFLICTS OF INTEREST:

TIDA expects that employees will perform their duties conscientiously, honestly, and in accordance with the best interests of TIDA. Employees must not use their positions or the knowledge gained as a result of their positions for private or personal advantage. Regardless of the circumstances, if employees sense that a course of action they have pursued, or are presently pursuing, or are contemplating pursuing may involve them in a conflict of interest with their employer, they should immediately communicate all the facts to their coordinator or manager .

OUTSIDE ACTIVITIES, EMPLOYMENT, AND DIRECTORSHIPS:

All employees share a serious responsibility for TIDA's good public relations, especially at the community level. Their readiness to help with religious, Environmental, charitable, educational, and civic activities bring credit to TIDA and is encouraged.

Employees must, however, avoid acquiring any business interest or participating in any other activity outside TIDA that would, or would appear to:

- Create an excessive demand upon their time and attention, thus depriving TIDA of their best efforts on the job.
- Create a conflict of interest - an obligation, interest, or distraction - that may interfere with the independent exercise of judgment in TIDA's best interest.

RELATIONSHIPS WITH CLIENTS AND SUPPLIERS:

Employees should avoid investing in or acquiring a financial interest for their own accounts in any business organization that has a contractual relationship with TIDA, or that provides goods or services, or both, to TIDA if such investment or interest could influence or create the impression of influencing their decisions in the performance of their duties on behalf of TIDA.

GIFTS, ENTERTAINMENT, AND FAVORS:

Employees must not accept entertainment, gifts, or personal favors that could, in any way, influence, or appear to influence, business decisions in favor of any person or organization with whom or with which TIDA has, or is likely to have, business dealings. Similarly, employees must not accept any other preferential treatment under these circumstances because their positions with TIDA might be inclined to, or be perceived to, place them under obligation to return the preferential treatment.

KICKBACKS AND SECRET COMMISSIONS:

Regarding TIDA's business activities, employees may not receive payment or compensation of any kind, except as authorized under TIDA's business and payroll policies. In particular, TIDA strictly prohibits the acceptance of kickbacks and secret commissions from suppliers or others. Any breach of this rule will result in immediate termination and prosecution to the fullest extent of the law.

TIDA FUNDS AND OTHER ASSETS:

Employees who have access to TIDA funds in any form must follow the prescribed procedures for recording, handling, and protecting money as detailed in the Organization's policies and procedures or other explanatory materials, or both. TIDA imposes strict standards to prevent fraud and dishonesty. If employees become aware of any evidence of fraud and dishonesty, they should immediately advise their supervisor or seek appropriate legal guidance so that TIDA can promptly investigate further.

When an employee's position requires spending TIDA funds or incurring any reimbursable personal expenses, that individual must use good judgment on TIDA's behalf to ensure that good value is received for every expenditure.

TIDA funds and all other assets of it, are purposed for TIDA only and not for personal benefit. This includes the personal use of TIDA assets, such as computers.

TIDA RECORDS AND COMMUNICATIONS:

Accurate and reliable records of many kinds are necessary to meet TIDA's legal and financial obligations and to manage the affairs of TIDA. TIDA's books and records must reflect in an accurate and timely manner all business transactions. The employees responsible for accounting and recordkeeping must fully disclose and record all assets, liabilities, or both, and must exercise diligence in enforcing these requirements.

Employees must not make or engage in any false record or communication of any kind, whether internal or external, including but not limited to:

- False expense, attendance, production, financial, or similar reports and statements
- False advertising, deceptive marketing practices, or other misleading representations

DEALING WITH OUTSIDE PEOPLE AND ORGANIZATIONS:

Employees must take care to separate their personal roles from their Organization positions when communicating on matters not involving TIDA business. Employees must not use TIDA identification, stationery, supplies, and equipment for personal or political matters.

When communicating publicly on matters that involve TIDA business, employees must not presume to speak for TIDA on any topic, unless they are certain that the views they express are those of TIDA, and it is TIDA's desire that such views be publicly disseminated.

When dealing with anyone outside TIDA, including public officials, employees must take care not to compromise the integrity or damage the reputation of either TIDA, or any outside individual, business, or government body.

PROMPT COMMUNICATIONS:

In all matters relevant to beneficiaries, customers, suppliers, government authorities, the public and others in TIDA, all employees must make every effort to achieve complete, accurate, and timely communications - responding promptly and courteously to all proper requests for information and to all complaints.

PRIVACY AND CONFIDENTIALITY:

When handling financial and personal information about beneficiaries and customers or others with whom TIDA has dealings, observe the following principles:

- Collect, use, and retain only the personal information necessary for TIDA's business. Whenever possible, obtain any relevant information directly from the person concerned. Use only reputable and reliable sources to supplement this information.
- Retain information only for as long as necessary or as required by law. Protect the physical security of this information.
- Limit internal access to personal information to those with a legitimate business reason for seeking that information. Use only personal information for the purposes for which it was originally obtained. Obtain the consent of the person concerned before externally disclosing any personal information, unless legal process or contractual obligation provides otherwise.

Revised and approved

on 07/11/2023