

# Anti-Corruption Policy

## OUR VISION

“To be the global strategic partner for a sustainable agro-industry”

## OUR MISSION

“To maximize customer satisfaction by providing high quality and innovative products and services reliably and cost effectively”

### **1.0 Introduction**

The Agricultural Marketing Board (AMB) recognises that the risk of corruption is present and may occur in the organization. It is committed to maintain the highest level of integrity in the conduct of its affairs through the adoption of corruption prevention strategies in the organisation.

This Anti-Corruption Policy sets out the full commitment of the AMB for the deterrence and detection of corruption and for adherence to a culture of integrity.

### **2.0 Statement of Intent**

The AMB will not tolerate corruption in the administration of its responsibilities, whether from inside or outside. It expects the highest standards of conduct from staff, Board Members and those who have dealings with the organisation including stakeholders and the general public. It is committed to ensuring that the risks of corruption and the potential losses that might result are minimised.

### **3.0 Policy Statement**

The AMB is committed to promoting and adhering to the highest standards of probity, transparency and accountability in the operations and management of the organisation. Through this policy the AMB engages itself to fully unequivocally adopt a zero-tolerance stance towards corruption and other malpractices and shall ensure compliance with the anti-corruption legislation.



#### 4.0 Anti-Corruption Commitment

The AMB has signed the Anti-Corruption Commitment developed by the ICAC and has thus committed itself to use all available means and resources at its disposal to combat corruption in all its forms at all times including the application of appropriate prevention and detection control measures.

For the purpose of ensuring sound implementation of this Policy, the AMB will ensure that:

- employees have sufficient knowledge concerning the Anti-Corruption Policy and that it is applied to all undertakings;
- adequate controls to counteract corruption are known and used within the AMB;
- there are clear procedures and systems for handling/reporting suspected cases of corruption; and
- the Anti-Corruption Policy has been disseminated to all stakeholders.

The main objective of this Anti-Corruption Policy is to strengthen and sustain an integrity culture within the organisation. This will be achieved through:

- the setting-up of effective processes characterised by broad participation and transparency;
- regular evaluation of corruption risks, systems and procedures;
- ensuring that projects have clearly formulated goals, expected results as well as monitoring and follow-ups; and
- learning from experiences and continually improving organizational performance and the corporate image.

#### 5.0 Scope and Applicability

This Policy covers measures and practices of the AMB on preventing and combating corrupt, fraudulent, collusive or coercive practices in its activities and operations. This Policy applies to Board Members, Management, employees as well as consultants, suppliers, contractors, outside agencies doing business, and or any other parties having a business relationship with the organisation.

#### 6.0 Definitions

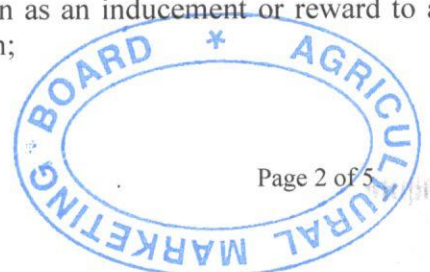
For the purpose of this policy, corruption is defined as per *Section 2 of the Prevention of Corruption Act as amended*.

**“act of corruption”-**

(a) means an act which constitutes a corruption offence; and

(b) includes –

- (i) any conduct whereby, in return for a gratification, a person does or neglects from doing an act in contravention of his public duties;
- (ii) the offer, promise, soliciting or receipt of a gratification as an inducement or reward to a person to do or not to do any act, with a corrupt intention;
- (iii) the abuse of a public or private office for private gain;



- (iv) an agreement between 2 or more persons to act or refrain from acting in violation of a person's duties in the private or public sector for profit or gain;
- (v) any conduct whereby a person accepts or obtains, or agrees to accept or attempts to obtain, from any person, for himself or for any other person, any gratification for inducing a public official, by corrupt or illegal means, or by the exercise of personal influence, to do or abstain from doing an act in the exercise of his duties to show favour or disfavour to any person.

All the sections of the law penalising corruption offences are described in *Sections 4 to 17A of the Prevention of Corruption Act 2002 as amended*. These include, amongst others, bribery by public official, bribery of public official, taking gratification to screen an offender from punishment, public official using his office for gratification, traffic d'influence and conflict of interests.

The attention of public officers is also brought to the Declarations of Assets Act 2018 where concerned public officers should make timely declaration of assets and liabilities.

## **7.0 Responsibilities for Implementing the Policy**

The responsibility to develop and coordinate the implementation of the Policy shall rest upon the Anti-Corruption Committee (ACC) established for the purpose. The ACC shall set priorities, provide advice when ethical issues arise and communicate the Policy to all levels of Management and staff.

***The Anti-Corruption Committee*** – The committee shall comprise of members from both operational and support departments of the AMB.

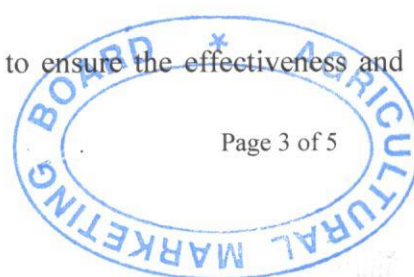
The General Manager shall lead the project and chair all meetings. The ACC shall be responsible for coordinating and implementing the Anti-Corruption Policy. It shall develop a time-bound programme with clear and precise deliverables and related budget and execute it once approved by Management. The AMB shall designate an officer to act as Secretary to the Committee.

The Committee shall meet on a regular basis, preferably every month or as decided by the Chairperson of the ACC. The Chairperson shall decide upon the setting up of Sub-Committees to assist the ACC in the implementation of any initiatives decided by the ACC. Such sub-committees may be tasked with specific assignments such as the conduct of Corruption Risk Assessment exercises in specific areas in the organisation and in the implementation of anti-corruption initiatives approved by the ACC.

***Role of Management*** – It is the responsibility of Management to promote the Anti-Corruption Policy within their areas of operation. Heads of Section are expected to actively deter, prevent and detect corruption by maintaining effective control systems and ensuring that their staff are familiar with the Policy.

***Role of Employees*** – Each employee shall read, be familiar with and strictly comply with the Policy. The AMB shall ensure that each employee is provided with a copy of this Policy or otherwise has on-line access.

***Role of Internal Audit*** - The Internal Audit has the responsibility to ensure the effectiveness and



adequacy of the Internal Control System in place. It should ensure that systems are subject to regular audit to provide assurance that they are effective in countering corruption opportunities.

**Role of Integrity Officer** – An Integrity officer, designated by the Management, is expected to act as secretary of the ACC, coordinate with the ICAC in the implementation of integrity and ethics programme and training and facilitate the development, implementation and monitoring of anti-corruption policies and procedures.

**Role of the Ex-Officio member** – The Ex-Officio member is an ICAC officer appointed by the ICAC with a view to guide and advise the Committee on issues tabled at the level of the Committee. The Ex-Officio member is a representative from the ICAC who will act as a facilitator to the AMB and provide relevant support and guidance in the implementation of the Public Sector Anti-Corruption Framework (PSACF).

## 8.0 Risk Assessment

The AMB is conscious that the risk of corruption may occur in every sphere of its activities and may evolve in the light of changing circumstances and working environment. In its endeavour to proactively address risks of corruption, the AMB shall ensure that a proper risk management process is in place. Risk assessment should focus on a thorough analysis of the functional activities in close collaboration with officers involved in the process, with a view to identifying potential or actual corruption risk areas. With respect to risk identified necessary corruption prevention measures including policies and procedures should be developed to address the risks. The responsibility to plan, coordinate and monitor the risk management process rests with the ACC and Management.

## 9.0 Handling and Reporting Corruption

**Reporting suspected cases of corruption** – Notwithstanding *Section 44(1) of the Prevention of Corruption Act 2002 as amended* which provides that where an officer of a public body suspects that an act of corruption has been committed within or in relation to that public body, he **shall** forthwith make a written report to the ICAC, the organisation shall put in place measures that shall facilitate the reporting of suspected cases.

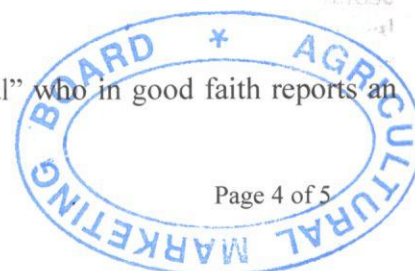
*Section 45 of the PoCA as amended* provides that where in the exercise of his functions, the chief executive of a public body is of the opinion that an act of corruption may have occurred, he may refer to the ICAC for investigation.

The AMB may set up a committee to assist the Supervising Officer in determining whether there is reasonable doubt for suspicion of corruption prior to referral of the case to the ICAC for investigation.

**Confidentiality** – Information pertaining to complaints shall not be disclosed to any unauthorised party.

## 10.0 Protection of whistleblowers

There will be no reprisal by Management against “the public official” who in good faith reports an



act of corruption or malpractice or suspected illegal and dishonest activity that he/she has witnessed

#### **11.0 False Disclosures**

It is important to point out that disciplinary actions may be taken against any person who knowingly had made false allegations.

#### **12.0 Disciplinary measures**

The AMB is committed to ensuring that this Policy is duly implemented in the organisation.

Disciplinary measures in accordance with established procedures will be taken against any staff who is found guilty of a breach of the provisions contained in this Policy.

#### **13.0 Training and Communications**

The AMB recognises that the success and credibility of this Policy depends on effective training, communications and the awareness of Board Members and employees throughout the organisation. Management should ensure that the Anti-Corruption Policy is clearly disseminated to all staff and that its contents are understood.

#### **14.0 Review of Policy**

This Policy will be reviewed as and when required in the event of changes to laws and regulations. The Chairperson of the ACC should recommend the review to the Board or the General Manager, as applicable.

#### **15.0 Approval**

  
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Chairman of the Board

01/12/2022  
.....  
Date

G. Orel  
.....  
General Manager

1/12/22  
.....  
Date

