



Compliance Policy

Vision Development Organization (VDO) is committed to conducting its operations with integrity, transparency, and accountability, in full compliance with all applicable laws, regulations, and ethical standards. This Compliance Policy outlines our commitment to upholding the highest standards of ethical conduct and legal compliance in all aspects of our work.

Our Commitment to Compliance

1. **Legal Compliance:** VDO is committed to complying with all applicable laws, regulations, and legal requirements in the countries where we operate. We ensure that our activities, programs, and operations are conducted in accordance with local, national, and international laws and regulations.
2. **Ethical Conduct:** We uphold the highest standards of ethical conduct in our interactions with stakeholders, partners, beneficiaries, and the communities we serve. VDO adheres to principles of honesty, integrity, fairness, and respect in all our dealings, and we expect the same from our staff, partners, and associates.
3. **Transparency and Accountability:** VDO promotes transparency and accountability in all our operations and decision-making processes. We maintain accurate and reliable records, financial reporting, and documentation to ensure accountability to our stakeholders and donors.
4. **Conflict of Interest:** We have policies and procedures in place to identify, prevent, and manage conflicts of interest that may arise in the course of our activities. VDO requires staff, board members, and volunteers to disclose any conflicts of interest and to act in the best interests of the organization and its mission.
5. **Risk Management:** VDO conducts regular risk assessments to identify and mitigate risks related to compliance, governance, and operations. We implement risk management strategies and controls to minimize the likelihood and impact of potential risks on our organization and stakeholders.

Reporting Concerns

Any individual who has a concern or suspicion of non-compliance with this policy, applicable laws, or ethical standards involving VDO staff, partners, beneficiaries, or associated

individuals is encouraged to report it promptly and confidentially. Reports can be made through the following channels:

- Email: communications@vdongo.org
- Phone: +93(0) 728 777 119

All reports will be treated with the utmost seriousness and confidentiality. VDO is committed to investigating all concerns thoroughly and taking appropriate action to address instances of non-compliance in accordance with our policies and legal obligations.

At VDO, we are committed to upholding the highest standards of compliance, integrity, and ethical conduct in all our operations and activities. Our Compliance Policy reflects our dedication to conducting business responsibly, ethically, and in full compliance with the law, and to maintaining the trust and confidence of our stakeholders and the communities we serve.