



Ethical Guidelines

Adopted: 11/08/2025

Status: Approved

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- Breaching confidentiality agreements.

5. Reporting and Accountability

- All staff, partners, and stakeholders have a duty to report suspected violations of these guidelines through KwaraETF's confidential whistleblower mechanism.
- Reports will be investigated promptly, fairly, and without retaliation against whistleblowers.

6. Enforcement

- Violations of these guidelines may result in disciplinary measures, including termination of employment or partnership, and, where necessary, legal action.

7. Review Timeline

These Ethical Guidelines will be reviewed every three (3) years or earlier if required by changes in law, organizational strategy, or donor requirements.

Approved by: The Board of Trustees, Kwara State Education Trust Fund

Effective Date:11/08/2025

Next Review Date:11/08/2028