Ebenezer Commercial Works Ltd. Innovation. Integrity. Performance	Created	01/01/2021	Review	05/01/2026	Next Review	05/01/2027
	Revision	00	Doc Ref No:		ECWL/WBM/LV1/001/PST05
	Author	Hr Manager			
	Reviewer	Quality Manager		Operations Manager	
	Approver	Managing Director			

INTEGRITY POLICY STATEMENT

Ebenezer Commercial Works Limited (ECWL) is committed to eradicating all forms of corruption, mainstreaming national values and upholding professionalism to promote good governance, transparency, and accountability in the execution of its Contractual and business mandate.

The Specific objectives of this policy are to: -

1. Establish mechanisms to prevent and mitigate all forms of corrupt practices in **ECWL**.
2. Establish appropriate internal controls to mitigate risks resulting from corruption, detect and deter corruption in the organization.
3. Ensure we manage our business based on honesty and transparency by ensuring excellence within the organization through upholding professionalism, ethical standards, and accountability.
4. Improve governance and accountability in the execution of the Organizations mandate and delivery of service.
5. Outline measures to protect Whistle Blowers.
6. Ensure no covered person shall seek or accept any gift, gratuity, entertainment, travel or other item or service of material value from any person or organization doing business or seeking to do business with **ECWL**.
7. Provide guidelines on maintenance and updating of Conflict of Interest Registers; and
8. Ensure compliance with legal obligations and policy commitments.

NAOMI KAIRU

CHIEF EXECUTIVE OFFICER

Dated: 5th **January 2026**

Revision Reference No.	Date Registered	Change
00	01/01/2021	(Original version)