



ZERO TOLERANCE DECLARATION

Statement of Zero Tolerance for Fraud

The Bahamas Protected Areas Fund (BPAF) is firmly committed to upholding the highest standards of integrity, transparency, and accountability in all aspects of its operations. We stand firmly against all forms of misconduct, promote a culture of ethical conduct and actively opposes fraud, corruption, financial mismanagement, sexual exploitation and abuse (SEA), sexual harassment (SH), discrimination, and any action that causes harm to people or the environment.

BPAF maintains a zero-tolerance policy toward such behaviors, whether committed by staff, consultants, contractors, grantees, or any individuals or entities affiliated with our operations. Allegations of wrongdoing will be taken seriously, investigated thoroughly, and may lead to disciplinary action, termination of engagement, or referral to appropriate legal authorities.

We are especially committed to safeguarding the rights and well-being of women, children, persons with disabilities, and other vulnerable or marginalized groups who may be disproportionately affected by environmental or institutional decisions. Our work is guided by the principles of equity, inclusion, and "do no harm", in alignment with internationally recognized gender and environmental and social safeguard (ESS) frameworks.

BPAF encourages individuals to report concerns in good faith through our secure and confidential grievance mechanisms. We strictly prohibit retaliation against anyone who raises concerns or participates in an investigation. False or malicious reporting will be subject to appropriate measures.

This commitment is central to our role as stewards of public and donor trust and reflects our dedication to transparency, accountability, and the sustainable protection of The Bahamas' natural and cultural heritage.



Karen Panton

Executive Director of the Bahamas Protected Areas Fund (BPAF)

Approval

The Zero Tolerance Declaration was reviewed and formally approved by the approved by the Board of Directors of BPAF on February 13th, 2026.