



(Anti-Bribery & Corruption Policy | Sanctions Compliance Policy | Due Diligence & Risk Monitoring SOP | SOP for Identifying & Reporting Suspected Terrorism & Proliferation Financing Activities | Code of Conduct | Conflict of Interest Policy | Safety and Security Policy | Human Resource Policy |

### **EXECUTIVE DIRECTOR'S COMMITMENT STATEMENT**

At Nur Springs Initiative (NSI), integrity is not just a value — it is the foundation of our mission and the measure of our impact.

We believe that sustainable development and community trust can only thrive where transparency, accountability, and ethical conduct are consistently upheld.

This Governance and Compliance Manual reflects our collective commitment to conducting all operations in accordance with the highest ethical, legal, and professional standards. Every member of NSI — from board to field staff — has a responsibility to act with honesty, reject corruption in all forms, and ensure that our programs and partnerships remain free from fraud, abuse, or exploitation.

We will continue to strengthen our systems, build staff capacity, and uphold donor and regulatory compliance requirements as part of our ongoing journey toward good governance and sustainable social impact.

### **NUR SPRINGS INITIATIVE**

Signed:

**Muhammad Aminu Salihu**

**Board Chairman**

Nur Springs Initiative (NSI)

Date: 1st July 2026