



Anti-Corruption Policy

At Dynocol Group, we are dedicated to conducting all our operations with integrity, enforcing a strict zero-tolerance policy against corruption, bribery, and unethical conduct.

Get More Info

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CEO Statement

As the Chief Executive Officer of Dynocol Group, I reaffirm our full commitment to upholding the highest standards of integrity, fairness, and ethical conduct. Corruption not only weakens institutions but also undermines our mission to deliver trusted services in the most complex environments. At Dynocol, we stand firm in rejecting all forms of corruption, whether direct or indirect, and we expect the same from all those who work with us.

This Anti-Corruption Policy is more than just a document—it's a cornerstone of our culture and values. I urge every employee, partner, and stakeholder to act with honesty and transparency, to report any misconduct, and to lead by example. Together, we will safeguard the reputation of Dynocol Group and contribute to a more accountable and responsible business environment in Somalia and beyond.

Signed,

Ali Ahmed Dhadhaow

Founder/Chairman

Dynocol Group



1. Policy Statement

Dynocol Group is committed to maintaining a work environment free from corruption and unethical behavior. We adhere to a strict zero-tolerance policy regarding bribery, fraud, and any corrupt activity, regardless of the location, value, or business justification.

2. Purpose

The purpose of this policy is to define the expectations and responsibilities of all individuals associated with Dynocol Group in preventing, identifying, and responding to corrupt practices, ensuring full compliance with applicable laws and ethical standards.

3. Scope

This policy applies to all Dynocol Group employees, board members, contractors, consultants, suppliers, agents, and any third parties acting on behalf of the company, both locally and internationally.

4. Definitions

- **Bribery:** Offering, giving, receiving, or soliciting something of value to improperly influence a decision.
- **Corruption:** Abuse of entrusted power for private gain.
- **Facilitation Payment:** Unofficial payments to speed up routine services – strictly prohibited.

5. Prohibited Conduct

Dynocol Group prohibits:

- Offering, promising, or accepting bribes or kickbacks.
- Using company resources for personal gain or in exchange for favors.
- Concealing or falsifying records related to improper payments.
- Any attempt to bypass regulatory or ethical standards for advantage.

6. Gifts and Hospitality

Gifts or hospitality must be reasonable, transparent, and not intended to influence a business decision. Any form of gift or entertainment exceeding local thresholds must be disclosed and approved by management.

7. Due Diligence

We implement due diligence measures to evaluate the integrity of our partners, agents, and vendors. This includes background checks, compliance screenings, and contractual obligations to uphold anti-corruption principles.

8. Training and Awareness

Dynocol Group will provide periodic training on anti-corruption practices to employees and relevant stakeholders. Awareness materials will be distributed to reinforce our stance and reporting mechanisms.

9. Reporting and Whistleblowing

All staff and third parties are encouraged to report any concerns or suspicions related to corruption through our confidential reporting channels. We guarantee protection for whistleblowers and prohibit retaliation.

10. Disciplinary Measures

Violations of this policy will result in disciplinary action, which may include dismissal, termination of contracts, or legal proceedings. Dynocol Group will fully cooperate with relevant authorities in cases of proven misconduct.

11. Monitoring and Review

This policy will be reviewed annually by the compliance department. Regular audits, incident tracking, and risk assessments will be conducted to ensure ongoing compliance and effectiveness.

Conclusion

Dynocol Group remains steadfast in our mission to deliver quality, ethical, and transparent services in all sectors we operate in, including security, logistics, and infrastructure. Corruption has no place in our organization, and we will take all necessary actions to prevent and eliminate any such behavior. By fostering a culture of integrity, we safeguard our people, clients, and long-term business interests.

We urge every employee, contractor, and business partner to take ownership of this policy and uphold its principles in daily operations. Combating corruption is not the responsibility of a few—it is a shared obligation across all levels of Dynocol Group. Through accountability, transparency, and commitment, we can continue to lead as a responsible and trustworthy partner across Somalia and beyond.