



TERMS OF REFERENCE-3936-2025-EXTERNAL EVALUATION

External Evaluation of Sustainable improvement of community resilience against stressors in Wulu and Rumbek centre counties – Resilience Project Phase -1

1. BACKGROUND TO PROJECT

Over the past two years, ACROSS has been diligently implementing a project titled “Sustainable Improvement of Community Resilience Against Stressors” in Wulu and Rumbek Centre Counties, with funding support from the Network of Hope (NOH). This initiative, known as the Food Security Emergency Response Project, was specifically designed to tackle the underlying causes of food insecurity and malnutrition affecting rural communities in these regions.

To address these critical issues, the project targeted 940 households (HHs) and provided them with essential support, including high-quality seed kits, efficient farming tools, and comprehensive training. The objective was to enhance farming practices significantly—increasing the productivity of farmlands from one feddan to at least three feddans. By fostering diversified household seed sources and equipping farmers with innovative skills and techniques, we aimed to not only improve on-farm outputs but also enable households to meet their food needs while generating a marketable surplus. Through these concerted efforts, ACROSS is striving to empower communities, enhance their resilience to various stressors, and ultimately pave the way for sustained food security in Wulu and Rumbek Centre Counties.

1.1 Project result chains

1.1.1 Project Impact: Livelihoods of communities in Wulu and Rumbek centre counties are improved

1.1.2 Project outcomes

- ❖ 340 households diversified their seeds sources from 1 to 3
- ❖ At least 200 households increased the number of feddans under cultivation from 1 to 3 feddans.
- ❖ 400 households increased household monetary incomes by 30% and diversified household diets from 1 to 3 sources.

1.2- Target beneficiaries

1.2.1 Direct beneficiaries:

The project direct beneficiaries were 940 (515F) households, comprising 515 female-headed households, benefitted directly from project support. This translates to approximately 5,640 individuals, based on the average family size of six members per household, as reported by the



National Bureau of Statistics (NBS) in 2018. The households served were specifically those displaced by violent conflicts and flood disasters, highlighting the urgent need for assistance in these communities. Our targeting approach was meticulous, focusing on vulnerability factors such as age, disability, and socio-economic status, alongside ensuring that the beneficiaries had been members of the affected communities for at least the past two years. This comprehensive strategy ensures that aid reaches those who need it most, fostering resilience and rebuilding lives in the aftermath of turmoil.

1.2.2 Indirect beneficiaries:

The indirect beneficiaries were 4700 individuals in Wulu and Rumbek centre counties who benefited from the project through reduced market prices, availability of enough food, planting materials, diffusion of improved farming skills from trained households to their closest relatives and friends, through media outlets and friend-to-friend interactions

2. PURPOSE

The purpose of the external evaluation is to capture outcome achieved, the lesson learnt, innovations undertaken, challenges faced and the best practice obtained during the implementation period which will inform future programming of the similar intervention. The consultant will further help identify innovation in food security and livelihood as well new opportunities in food security and livelihood, in Wulu and Rumbek Centre Counties programming that the program will need to capitalize on the best results in the future. The consultant will assess the project design, scope, implementation status, complementary with other projects implemented in Wulu and Rumbek centre counties, services and the capacity to achieve the expected outcomes.

The following are the main objectives of the evaluation:

- ❖ To assess the relevance, appropriateness, effectiveness, accountability impact and sustainability of the programme.
- ❖ To understand the specific elements of the program and determine what worked well and what did not during program implementation period from 2023 to 2024.
- ❖ To identify lessons learned, best practices and recommendations to inform future project design.
- ❖ To review the project effort towards impacts and perceived changes in the targeted community.

3. KEY QUESTIONS

3.1: The evaluation is expected to address the following key Evaluation questions (OECD DAC Criteria's):



S/NO	Evaluation criteria/element	Proposed evaluation questions
1	<p>Relevance/appropriateness: Assess the extent to which the project activity is relevant or suited to the priorities of beneficiaries and the existing government policies and strategies</p>	<ol style="list-style-type: none"> 1). Does the intervention constitute an adequate response to the current needs and rights of the community/beneficiaries? 2). Is the choice the choice of implementation method including the partnerships appropriate? 3). Are the activities and outputs of the project consistent with the development goals and the attainment of its objectives? 4). Were the objectives of the project relevant to the needs? 5). Is the project design adequate for addressing the identify needs? 6). Are the outputs and outcomes of the projects consistent with the intended impacts and effects?
2	<p>Effectiveness: Measure the extent to which the project activity is effective in attaining its objective and indicators.</p>	<ol style="list-style-type: none"> 1). How was participation and ownership amongst the different target groups, how far were women involved in the local processes? 2). To what extent were the project objective and indicators achieved? 3). What were the significant factors influencing the achievements or non-achievement of the objectives and indicators? 4). Did the project activities lead towards the achievement of the expected results/indicators as set in the Results Framework? 5). Is the intervention having any unintended positive or negative effects? Were the negative effects considered for possible risk mitigation?
3	<p>Efficiency: Evaluate the project's results in terms of project efficiency</p>	<ol style="list-style-type: none"> 1). Were project activities cost-efficient? 2). Were project objectives and indicators achieved on time? 3). Was the project implemented most efficiently compared to alternative approaches to achieve the same outputs? 4). Have resources (funds, human resources, time, expertise, etc) been allocated strategically to achieve outcomes. 5). How timely was the response in relation to the needs of different community groups seasonality, security challenges, accessibility of the target areas and comparatively with other humanitarian response actions in the project sites?



<p>4</p>	<p>Impact: Assess the impacts of the project towards the achievement of the project's objective and the broader scope of the development goal</p>	<ol style="list-style-type: none"> 1). What has happened as a result of the project? 2). What real difference has the project activity made to the beneficiaries? 3). To what extent has the intervention increased the resilience of the local communities and stakeholders? 4). What are the intended and unintended, positive and negative effects of the project? Has the project identified and acted on potential negative effects during its implementation? 5). What, if any, aspects of the programme will have a longer-term impact?
<p>5</p>	<p>Sustainability: Assess the trend for the sustainability of the project's outcomes</p>	<ol style="list-style-type: none"> 1). To what extent did the benefits of a project continue after donor funding ceased? 2). What were the major factors which influenced the achievement or non-achievement of sustainability of the project? 3). How much of the impact will continue beyond the life of the project and what is being done to ensure that this occurs?
	<p>Coordination</p>	<ol style="list-style-type: none"> 1). How effective was ACROSS in coordinating with relevant external stakeholders such as relevant national and other agencies operating in the same area. 2). How effective was ACROSS in coordinating with local authorities including negotiating access? And key community members? How does ACROSS engage with the community networks? 3). What aspects of coordination could be improved in the future and how?
	<p>Accountability</p>	<ol style="list-style-type: none"> 1). Has the implementing partner been able to access the target group and implement the project without any interference of parties of conflict? 2). To what extent has the affected population been involved in the design or implementation of the program? 3). Were appropriate systems of accountability (participation, information sharing and feedback/complaints), put in place and used by project participants? Were project beneficiaries aware of the feedback/complaint's mechanism? Were the complaints the complaints taken seriously and handled with confidentiality? 4). Were project participants and communities aware of selection criteria? 5). Were project participants and communities aware of the assistance they should receive?



<p>Coherence</p>	<p>1). To what extent was the intervention coherent with the policies and programs of other partners operating within the same context?</p> <p>2). To what extent was the intervention design and delivery in line with the humanitarian principles?</p> <p>3). To what extent were context factors considered in the design and delivery of an intervention?</p>
<p>Learning and recommendations</p>	<p>1). What approaches taken by the projects can be regarded as an innovative or as appropriate adaptation of good practices what lesson could be used beyond the projects period and worth for next phase? What lesson and good practices could scale up beyond the projects?</p> <p>2). Documentation key findings and recommendations to inform stakeholders and as well the next implementation period including thematic integration and partnership strengthening?</p> <p>3). Identify and document lesson learnt and best practices so as to understand what has not worked</p> <p>4). Identify innovations as well as best practices, new programming, opportunities to inform the future design of an intervention.</p>

4. METHODOLOGY

The evaluation will use a mixed method approach, including quantitative and qualitative approaches and a desk review of project documents and databases. Specific evaluation assessment methodologies will be determined in collaboration with the consultant; this will include a review of questionnaires and tools used by the project for the baseline, mid-term reports among others. The consultant is expected to develop additional tools for the purpose of the evaluation. The methodology to be proposed by the consultant in the technical proposal will be review by ACROSS MEAL department who will approve it before the commencement of the assignment. The evaluation should at least be based on the following reports and documents, baseline reports, Annual reports submitted to the donor, Annual plans submitted to the donor; - Research and learning documents produced during the project. All data, qualitative and quantitative, collected through the research must be disaggregated by sex, age, and disability status, as well as any other key determinants of marginalization identified by the population data. Importantly, we are also looking for how the emerging quantitative and qualitative data are analysed together to generate a multi-dimensional picture of the situation, and suggestions for the ongoing triangulation and analysis of multiple data sources over the course of the project to examine changes

Under this consultancy works, the following are the details of methodologies to be used;

- ❖ Review of project relevant documents including project log frame, reports, project proposal or plan, etc



- ❖ Discussion and consultation with concerned government line sector offices including local authorities (chiefs, boma and Payam administrators).
- ❖ Interviews and meeting with key informants: Expectations and strategies of the implementing organisation, View of local authorities, and View of beneficiaries targeted by this project
- ❖ Visits to the project location(s)
- ❖ Household survey for both targeted and supported groups using standardize questionnaires to investigate the knowledge Attitude and Practices of the beneficiaries
- ❖ Conduct validation workshop with all project stakeholders and community representative the project sites and Juba office with programs and MEAL staffs.
- ❖ Other approaches deemed suitable in the specific context for the gathering and analysis of data

5. CONSULTANT

5.1 Consultant Responsibilities:

The Consultant will be expected to carry out the following tasks to complete this assignment (the consultancy is free to propose other additional activities);

- ❖ Develop an inception report.
- ❖ Review in detail the Organization's existing documents related to this project, as preferred by the Consultant and the organization.
- ❖ Work with ACROSS Monitoring and Evaluation unit to develop comprehensive approach, including specification of questions to be included as part of detailed review.
- ❖ Draft/Review data collection tools as a function of the proposed approach.
- ❖ Undertake information/ data collection from recommended sources by both the Organization and the Consultant.
- ❖ Prepare draft and final reports.

5.2 Expected Deliverables

- ❖ Inception report, that will include a detailed evaluation methodology, including data collection tools and approach, work plan, and a preliminary table of contents that outlines the structure of the report.
- ❖ Detailed approach for the assignment (document to be approved by ACROSS).
- ❖ Revised data collection tools.
- ❖ Revised draft of Evaluation report formats (to be approved by ACROSS).
- ❖ Reports and results on interviews conducted from groups and informants.
- ❖ Raw and clean data if any.
- ❖ Draft and finalize endline Evaluation reports.

5.3 PROPOSED SCHEDULE OF ACTIVITIES

The projected start date of the evaluation is 1st, May 2025. The consultant will be provided with background reading material so that data collection can start as soon as possible. The final



report should be submitted to ACROSS by the 18th of May 2025. The assignment will take an estimated 20-25 days.

DESCRIPTION OF ACTIVITY	WHO	DATES
Consultant recruited	ACROSS-MEAL and Programs teams	28-29 April, 2025
Provide background information & relevant documents	ACROSS-MEAL and Programs teams	30 th , April, 2025
Submission of the inception report	Consultant to ACROSS	1 st -5 th , May, 2025
Start of the data collection process	Consultant	6th-12 May, 2025
Submission for the 1 st draft evaluation report	Consultant	13 th , 15 th , May, 2025
Addressing for feedback and comments and sharing for 2nd draft evaluation report	Consultant	16 th -17 th , May, 2025
Submission for final evaluation report	Consultant	18 th May, 2025

The project prospect assessment report shall be part and parcel of the evaluation report. The evaluation report shall be written in English (maximum of 30 pages plus annexes) and must include the following contents:

- 1) **Information Page:** Basic organizational data, duration of the project to be evaluated, title of the evaluation, principal of the evaluation (who commissioned the evaluation), contractor of the evaluation and date of the report.
- 2) **Executive summary:** tightly drafted, to-the-point, free-standing document (maximum 1.5 pages), including the key issues of the evaluation, main analytical points, conclusions, lessons learned, and recommendations.
- 3) **Introduction:** the purpose of the evaluation, scope of the evaluation, and key questions. Short description of the project to be evaluated and relevant frame conditions.
- 4) **Evaluation design/methodology**
- 5) **Key results/findings:** concerning the questions pointed out in the ToR and the projects' specific intervention components.
- 6) **Conclusions:** summary based on evidence and analysis.
- 7) **Recommendations:** on the findings leading to suggestions to be used for the way forward
- 8) **Lessons learnt:** all relevant information beneficial to the way forward
- 9) **Annexes** (ToR, instruments used, list of persons/organizations consulted, CVs of the evaluation team, literature, and documentation, copy of any relevant documentation used for the assessment).

5.4 ACROSS Responsibilities:

5.4.1 ACROSS will carry out the following tasks in support:

- ❖ Mobilize selected respondents for the interviews.
- ❖ Provide lists and contact information for selected key stakeholders.
- ❖ Contribute to the development of the approach and Evaluation questions.



- ❖ Approve final tools before execution.
- ❖ Verify quality of data/ information available.
- ❖ Review draft and final reports/ plans.

5.5 Reporting

The Consultant will directly be reporting to the Monitoring Evaluation, Accountability & Learning Units, keeping the Project Manager and Head of Programs in copy.

5.5.1 Inception Report/Work Plan

- ❖ Overview.
- ❖ Purpose of the Evaluation.
- ❖ Proposed roles and responsibilities in execution of the Evaluation.
- ❖ Proposed approach, including methods for information collection and analysis, and key Evaluation and learning questions to be addressed.
- ❖ Proposed and updated framework and timeframe.
- ❖ Proposed and updated budget.
- ❖ Reporting timelines.

5.6 Evaluation Structure (to be suggested by the Consultant)

5.6.1 Annexes (Expected)

- ❖ Terms of Reference
- ❖ Work plan with timetable
- ❖ Data collection tools, including questionnaires, interview guides and other tools as appropriate
- ❖ List of individuals interviewed and of stakeholder groups and/or communities consulted
- ❖ List of supporting documentation reviewed
- ❖ Specific data/ information needs, as appropriate
- ❖ CV of the evaluator

6.0 Experience and qualification of the Consultant

- ❖ The lead consultant should at least have masters in monitoring and evaluation, Agriculture, Agri economy, statistics, economics, political sciences, social works and other social sciences post graduate degrees.
- ❖ The lead consultant should possess extensive work experience and in-depth knowledge of or have knowledge in food security and livelihood, protection and peace building, in particular conducting evaluation or survey.
- ❖ Preference will be given to applicants who possess past experience working with international organization or UN agencies, and conducting similar evaluation or survey in eastern Equatoria.
- ❖ Strong experience in developing Evaluations preferably for developments programs



- ❖ Proven ability to suggested approaches in obtaining information and drawing conclusions, with examples and references that can speak to this experience
- ❖ Data analysis and presentation skills, and strong writing ability
- ❖ Fluency in English
- ❖ Experience working in Wulu and Rumbek centre counties.
- ❖ Recommendations and references from at least 3 previous similar tasks

6.1 Technical proposals

All Technical Proposals submitted must comply with the requirements in this ToR and comprise the following: A cover letter with a brief presentation of your consultancy explaining your suitability for the work. A description of the consultant's company or organization. Details demonstrating the Consultant's experience, knowledge, and capacity. A brief narrative proposal including the methodology on how you will approach and conduct the work; including draft methodology framework, proposed timeline/work plan, tools used, and team composition with CVs and Certificates

6.2 Financial proposals

All Financial Proposals submitted must comply with the requirements in the Request of Proposal and shall list all costs associated with the assignment. Total budget in USD, including a breakdown of the proposed activities. Breakdown of fees (based on # days), and other associated costs; indicating rates for remote and fieldwork.

7.0 Submission and Evaluation of Expressions of Interest

Consultants meeting the above criteria are invited to submit an Expression of Interest by email to ACROSS via the emails: to procurement@across-ssd.org and copy the following emails; david.malith@across-ssd.org; kuol@across-ssd.org; headofprograms@across-ssd.org with the subject line **"SUSTAINABLE IMPROVEMENT OF COMMUNITY RESILIENCE AGAINST STRESSORS EVALUATION"**. Expressions of Interest should be received no later than **27th, April, 2025, 4:30pm central Africa time**. The main body of the EOI should be a maximum of 12 pages) and should include the following:

- ❖ A (2-page max) cover letter including:
 - Consultant's daytime phone numbers and email contacts
 - Demonstrating an understanding of the project and the requirements of the ToR,
 - Focus areas or questions to guide the assessment
 - Any recommendations or modifications related to the ToR,
 - Experience in developing Evaluations for development programs/projects,
 - Proposed schedule of availability during period May ,2025
 - Consultant's budget,
- ❖ CV of the Consultant, outlining previous Consultant experience and accomplishments as it relates to demonstrating the skills and knowledge needed to fulfil the requirements of the ToR,



- ❖ List of 3 referees who can attest to Consultant’s experience and expertise as it relates to this Organization,
- ❖ Two examples of Evaluations previously or recently completed. If possible, at least one
- ❖ The consultancy firms must attach valid documents listed below, certificate of incorporation, operations license, tax clearance certificate and Bank details.
- ❖ ACROSS will review the EOI closely against this recommended outline in combination with the preceding section

7.1 Confidentiality

The preferred Consultant by ACROSS will have to sign a confidentiality document that will ensure that all information obtained from the Organization is not shared with any other parties during and after the assignment.

O R I G I N A L D O C U M E N T

Appendix B: CODE OF CONDUCT

ACROSS is committed to complying with all laws and regulations that apply to our Christian ministry and operating in a manner consistent with the highest professional and ethical standards. As an ACROSS supplier, you play an integral role in helping us achieve these goals. We created this Supplier Code of Conduct to communicate the minimum standards by which all ACROSS suppliers are expected to conduct themselves when providing goods or services to our system. Please note ACROSS may establish guidelines that are more restrictive than those described in this document. It is your responsibility to share this Supplier Code of Conduct with all personnel who may be engaged in conducting business activities with ACROSS.

- 1. Respectful Behaviors and Relationships** – All suppliers are expected to treat those they work with in ACROSS with honesty, dignity and respect. This includes maintaining a positive and courteous customer service orientation, speaking professionally and respectfully, and responding to requests for information or assistance in a timely manner.
- 2. Child Protection Policy:** The suppliers will not in any circumstance employ people who have prior convictions for child abuse, pornography or any offence related to harm of children. If background checks prove employee is not suitable to work with children in one way or another, the employer reserves the right to terminate this contract.
- 3. Safeguarding and Prevention of the Sexual Exploitation and Abuses (PSEA) Policy:**
The suppliers working within ACROSS shall work together in Prevention of Sexual Exploitation and Abuse and safeguard the welfare of children and vulnerable adults; protecting them from harm, abuse, neglect and exploitation, and ensuring effective reporting of any suspected abuse. An ACROSS suppliers agrees to sign Safeguarding and PSEA good conduct declaration form.



4. **Zero tolerance policy towards fraud, bribery, and corruption:** The suppliers shall not accept or be involved in any level of fraud, bribery or corruption within the organization, or by any other individual or organization representing ACROSS at all times and to safeguard the resources for which they are responsible.
5. **Code of Conduct:** All suppliers working for ACROSS shall strive to act with honesty, fairness and integrity and to obey the policies and procedures of ACROSS and laws and regulations of the country wherever they operate. They should portray a Christian character at all times.
6. **Anti-Discrimination and Harassment:** suppliers during their work shall respect the beneficiaries, communities and partners to have the right to work and live in an environment that is free from discrimination, harassment (sexual and other) and other threatening behaviors that could lead to physical or psychological harm, especially to vulnerable groups such as women, children, elderly and disabled people.
7. **Terrorist Activities:** Suppliers of ACROSS must not be involved in, facilitate, promote, advocate for, condone or harbor any terrorist activity or talk.
8. **Essential Services and Business Continuity** – If a supplier's services are deemed vital to ACROSS's ability to provide goods and services to beneficiaries and persons of concern, supplier must agree to develop, test and implement business continuity and disaster recovery plans. Suppliers are also expected to implement adequate security safeguards to prevent cyber security interruptions.
9. **Gifts** – ACROSS recognizes that the cost of gifts, including meals, entertainment, and social activities provided by suppliers is ultimately borne in the cost of products and services we purchase. Consistent with our mission to be faithful stewards of our resources, ACROSS discourages suppliers from providing any gifts or other items of value to our colleagues or contractors working in ACROSS facilities (“ACROSS Personnel”). The following items are never acceptable:
 - a) Gifts given to ACROSS Personnel for the purpose of influencing a purchasing and contracting decision.
 - b) Gifts that reasonably could be perceived as a bribe, payoff, deal, or any other attempt to gain a competitive advantage.
 - c) Cash or items redeemable for cash such as checks, gift cards, stocks, etc.
 - d) Gifts to or from government representatives.
 - e) Gifts or other incentives given for the purpose of encouraging or rewarding referrals.
 - f) Gifts that may violate a law or regulation.
 - g) The above requirements do not apply to meals and refreshments provided in connection with a conference or other educational program sponsored by a supplier for the benefit of all attendees.
10. **Sponsored Events** – ACROSS colleagues may attend supplier sponsored local or out-of-town programs, workshops, seminars and conferences that have a legitimate educational purpose or otherwise support ACROSS business objective (e.g. product training) provided such events are infrequent (i.e. no more than once annually) and ACROSS, not the supplier, pays for any related travel and overnight lodging costs.
11. **Fundraising** – As a tax-exempt, Christian charitable organization, ACROSS may solicit charitable contributions to support our livelihood, wash, protection, peace building, and education and health



programs. Only ACROSS specific departments responsible for fundraising activities may solicit such gifts. ACROSS colleagues with responsibilities for ongoing business relationships with suppliers, including the negotiation or selection of suppliers, are prohibited from solicitation and fund-raising activities with suppliers. Other than legitimate fund-raising activities as described above, ACROSS colleagues are not allowed to solicit gifts, entertainment, or meals from suppliers at any time. Suppliers who encounter situations where ACROSS colleagues are in violation of this policy are expected to contact the ACROSS Integrity & Compliance Line at +211927447700 and +254722923203.

- 12. Conflicts of Interest** – Conflicts of interest, in which a ACROSS board member, leadership team, or colleagues' relationship (e.g., employment, investment or other connection) with a supplier conflict, or could appear to conflict, with ACROSS's business interests, must be disclosed. ACROSS does not permit persons with conflicts of interests to make purchasing decisions. In addition, ACROSS colleagues are not permitted to work for a supplier if ACROSS is a customer of the supplier. We expect our suppliers to bring any actual, potential, or perceived conflicts of interest to the attention of a ACROSS high-level representative (other than the person who has a relationship with the supplier) in a timely manner.
- 13. Compliance with Laws** – Suppliers are required to conduct their business activities in compliance with all applicable laws and regulations, including laws applicable to individuals and entities operating in South Sudan
- 14. Privacy and Security** – South Sudan laws require ACROSS and our suppliers to maintain the privacy and security of ACROSS protected health information (PHI). Suppliers are responsible for ensuring all supplier personnel who provide services to ACROSS be aware of and familiar with the requirements of both the Health Insurance Portability and Accountability Act (HIPAA) Privacy and Security Rules and, where applicable, those state laws that provide more stringent protection of PHI. Suppliers are also responsible for ensuring all supplier personnel who provide services to network connected devices receive role-appropriate periodic training and assessments (at least annually) on cyber security. In addition,
- 15.** The supplier is responsible to ensure all reasonable and customary industry accepted actions are taken to ensure their respective devices are protected and malware free prior to installation and or use. If a supplier's business relationship with ACROSS will require access to or usage of PHI, the supplier will be required to sign a Business Associate Agreement with us.
- 16. Infection Control Policies** – Supplier personnel whose activities require access to direct patient care environments are required to adhere to ACROSS infection control policies applicable to the organizations visited.
- 17. Eligibility to Participate in ACROSS Programs** – ACROSS will not conduct business with any supplier listed on the United Nations list of suspended and removed vendors
- 18. Fraud, Waste and Abuse (FWA)** – ACROSS will promptly investigate any reports of alleged violations of law, regulations or ACROSS policies involving supplier or a supplier's personnel, including allegations of FWA involving ACROSS programs. Suppliers are expected to fully cooperate in such investigations and, where appropriate, in taking corrective actions in response to confirmed violations. These laws also protect "whistle-blowers" – people who report noncompliance or fraud, or who assist in investigations, from retaliation. ACROSS policy prohibits retaliation of any kind against individuals exercising their rights under the Federal False Claims Act or similar state laws.
- 19. Environmental Purchasing Policy** – ACROSS is committed to purchasing products and services whose environmental impacts are healthier for the environment and human health. ACROSS expects suppliers to develop price competitive, environmentally sound, and safe products and services that help us achieve these objectives.



- 20. Supplier Diversity Program** – ACROSS has a long tradition of support for programs that foster diversity in our organization, and in our communities. Where applicable, ACROSS expects its suppliers to mirror our commitment, through subcontracting opportunities with diverse businesses and providing information to ACROSS on supplier diversity when requested.
- 21. Visitor Policy** – When visiting ACROSS facilities, suppliers must comply with applicable ACROSS visitor policy, including but not limited to, infection control policies. Supplier representatives are required to schedule appointments and must register prior to visiting ACROSS premises. Representatives will be required to state the area to be visited, and visits must be restricted to those location(s) only. Visitor badges provided by the facility must be worn at all times.
- 22. Product Samples** – With the exception of drug samples provided to a public health Centre or clinic, supplier product samples may not be provided without the advance review and approval of ACROSS Supply Chain Management.
- 23. Publicity** – Suppliers are not permitted to distribute advertising, press releases, or any other general public announcement regarding its products or services to ACROSS facilities unless you have obtained prior written authorization from an authorized ACROSS management employee.
- 24. Business Record Retention** – ACROSS requires suppliers to retain and make available records related to business with ACROSS in accordance with applicable law, regulation, and contract requirements.
- 25. ACROSS also requires suppliers to retain and make available known cyber security vulnerabilities, as well as mitigations for devices purchased from supplier.**
- 26. Resources** – For more information on ACROSS policies and programs visit ACROSS web site at <http://www.across-ssd.org>
- 27. ACROSS Code of Conduct and Integrity & Compliance Line** – ACROSS Code of Conduct describes behaviours and conduct expected of all ACROSS Personnel. The Code of Conduct is available at <http://www.across-ssd.org>. Suppliers may use the Integrity & Compliance Line to report any actual or suspected violations of this Code of Conduct including FWA matters, safety concerns, or other matters, on an anonymous basis without fear of retaliation. The Integrity & Compliance Line is available during working hours each day, 9.30am-5.00pm at +211917080065/+211929973366 and +254722923203

Supplier Authorized Representative

Wehave read and understood the above ACROSS supplier code of conduct. We commit and pledge to uphold it in its entirety without any alterations.

Signed on behalf of the vendor.....

Date.....

Stamp