



Memorandum of Understanding

This Memorandum of Understanding ("MoU") is made effective on the 10th May 2025 between:

CARERS WORLDWIDE

AND

SOCIETY FOR THE WELFARE OF THE INTELLECTUALLY DISABLED, BANGLADESH

This Memorandum of Understanding (the "MoU"), dated 10th May 2025 is between:

Carers Worldwide, hereinafter referred to as "CW", began its journey in 2012. It is a registered charity in the United Kingdom (Registered Charity No. 1150214; Registered Company No. 08083816), with its registered office at 30 Lodgefield, Welwyn Garden City, Hertfordshire, AL7 1SD.

Carers Worldwide Vision:

A world in which every carer is valued, and their needs are recognised and met.

Carers Worldwide Mission:

To achieve recognition of the vital role of carers and to transform the lives of carers, their families, and their communities.

For the purpose of this MoU, CW will be represented by Anil Patil, Executive Director of Carers Worldwide.

AND

The Society for the Welfare of the Intellectually Disabled, hereinafter referred to as "SWID", began its journey in 1977. It is registered in Bangladesh with the Ministry of Social Welfare (Registration No. Dha 0691, dated 21.10.1978) and with the NGO Affairs Bureau (Registration No. 125, dated 20.10.1982) as a national organisation. Its registered address is 4A Eskaton Garden, Dhaka-1000.

SWID Bangladesh vision:

To establish equal educational and social rights, and to promote the inclusion of persons with Intellectual Disabilities, Autism, Down Syndrome, and Cerebral Palsy in the mainstream of society.

A handwritten signature in black ink, appearing to read "Anil Patil".

A handwritten signature in black ink, appearing to be a stylized name.

SWID Bangladesh mission:

- To raise social awareness about intellectual disabilities, Autism, Down Syndrome, and Cerebral Palsy.
- To advocate for equal rights for individuals with intellectual disabilities, Autism, Down Syndrome, and Cerebral Palsy.
- To create provisions for special and inclusive education, vocational training, rehabilitation, counselling, and other therapeutic services, as well as sports and cultural activities, for the development of individuals with intellectual disabilities and Autism.
- To conduct research and publish findings that benefit individuals with intellectual disabilities and Autism.
- To develop a dedicated and skilled workforce to support and work with individuals with intellectual disabilities and Autism.

For the purpose of the MoU, SWID will be represented by Md. Mahabubul Monir, Secretary General, SWID Bangladesh.

Both parties agree to uphold the vision and mission of their respective organisations, working together for the betterment of their constituents—namely, people with intellectual disabilities and their carers.

(together the “Parties”)

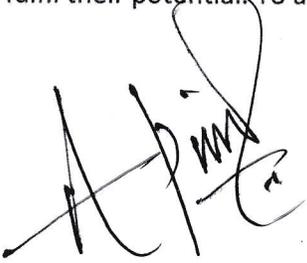
The purpose of this MoU is to set out the commitments that CW and SWID have made to working collaboratively.

1. Duration of the MoU

- 1.1 CW and SWID commit to this MoU for a minimum period of five years from the effective date of this MoU as specified above.
- 1.2 The MoU will be reviewed and renegotiated within six months of the end of the minimum period of five years.
- 1.3 In the event that CW and SWID do not reach an agreement on the re-negotiated terms of this MoU within six months or such longer period as may be agreed between CW and SWID, then this MoU shall terminate.
- 1.4 The MoU may be reviewed periodically before the five years minimum period as agreed by both Parties and whenever there has been a major change in the context or the work or in either of the organisations concerned.

2.1 Purpose of the partnership

Based on the shared objectives, vision and values of the Parties, the shared purpose of this partnership is to work collaboratively to remove barriers in societies and systems, so that people with disabilities and carers are fully included in laws, policies and society and can fulfil their potential. To achieve this, the Parties will:



- Jointly develop programmes of work including on early intervention, inclusive education and employment, livelihoods and holistic support for family carers that combine the expertise of CW and SWID to bring sustainable and systemic change in the lives of people with intellectual disabilities, their carers, their families and communities.
- Jointly seek project funding for collaborative work.
- Jointly advocate for better and meaningful inclusion of people with intellectual disabilities and carers in societies and systems at local, national and international levels.
- Strengthen the capacity of each other's staff teams and in-country partners in mutually relevant areas.
- Jointly seek out opportunities to build evidence and to participate in research that will bring about sustainable and systemic change for people with intellectual disabilities, their carers, their families and communities.

2. Carers Worldwide and SWID Policies

CW has the following policies which it must apply in all its activities. These policies may be reviewed and change from time to time.

- Code of Conduct
- Anti bullying and harassment policy
- Equality, Diversity and Inclusion Policy
- Safeguarding Policy
- Whistleblowing Policy & Procedure
- Anti-Bribery Policy
- Anti-Fraud Policy

SWID has the following policies which it must apply in all its activities. These policies may be reviewed and change from time to time.

- Code of Conduct
- Anti bullying and harassment policy
- Equality, Diversity and Inclusion Policy
- Safeguarding Policy
- Whistleblowing Policy & Procedure
- Anti-Bribery Policy
- Anti-Fraud Policy

All Parties should ensure they are upholding standards of at least the same rigour as set out within these policies in all collaborative activities.

3. Safeguarding

3.1 Carers Worldwide and SWID have a zero-tolerance approach to any kind of abuse. CW and SWID are duty-bound as organisations working with vulnerable individuals to safeguard all people who come into contact through our work.

3.2 By signing this MoU the Parties agree to:

- Take their responsibility to keep people safe seriously, and continually strive to embed good practice and safeguarding culture across the organisation and beyond.
- Have adequate policies and procedures in place to safeguard all those who come into contact with their work and organisation from all forms of harm, abuse, exploitation and harassment;
- Fully implement and closely monitor implementation of safeguarding policies and procedures;
- Ensure all staff, volunteers and other representatives of their respective organisations are fully aware and understand the safeguarding policies, procedures and requirements and are provided with appropriate training and guidance to ensure that they can comply;
- Ensure accessible and appropriate mechanisms for programme participants, staff and others to report safeguarding concerns and that all safeguarding reports are taken seriously and receive a rigorous and timely response that ensures the safety and well-being of all those impacted (or potentially impacted); and
- Ensure that all downstream and implementing partners, service providers or other third parties comply with the safeguarding policies and procedures.

4. Due Diligence

4.1 The Parties agree to a periodic due diligence assessment, usually at the beginning of new projects.

5. Phasing-out and sustainability plan for the partnership

5.1 The Parties agree to develop an exit or transition strategy for the partnership to ensure a smooth exit or transition from the partnership and to limit any negative impact on either CW or SWID, on the relationship between them or on the people and communities that CW and SWID work with.

6. Use of information

6.1 Any confidential information or data that is shared by other Parties MUST be treated in confidence and may not be passed to any third party without written permission. This clause will be treated as legally binding and shall survive termination of the MoU. The Parties acknowledge that each party may need to use personal data (e.g. relating to each other's board members/ trustees/ executive committee and staff) for the purposes of any legal and regulatory and donor compliance. If such a need arises, the parties will discuss and agree with each other the legitimate use of personal data for such purposes.

6.2 This MoU does not permit the use of any copyrighted or trademarked materials without the appropriate permissions, including for the avoidance of doubt, either Party's name, trademarks or logos without the prior written permission of the other Party.



6.3 Intellectual property (e.g. stories, case studies, joint research, publications, data, technologies) resulting from the collaboration will be owned by the Party generating such intellectual property, or jointly owned where appropriate and as agreed between the Parties. The Parties acknowledge and agree that the intention is that each Party may use each other's intellectual property that is directly attributable to the collaboration, with prior written permission and acknowledgement.

6.4 Neither Party shall use the name of the other in any advertising, promotional, sales literature, or fundraising documents without prior written consent from the other Party.

6.5 Each Party shall acknowledge the other in any advertising, publicity or dissemination of their joint work (written or verbal) in a way that makes clear that the Parties have been working together as equal partners.

7. Reporting

7.1 Should funding be secured for a mutually agreed project, the specific reporting requirements will be outlined in a Project Partnership Agreement.

8. Termination of the Memorandum of Understanding

8.1 Either Party may withdraw from this MoU by notifying each other in writing if any of the following circumstances occur:

- If it reasonably believes that any of the joint project funding may have been used unlawfully, including fraud or bribery;
- If it reasonably believes staff, service providers or operations represent a risk to children, vulnerable adults or others;
- If anyone connected to the two organisations takes any actions which damages or is likely to damage the reputation of both Parties in any way;
- If it ceases to operate for any reason, becomes insolvent, is unable to pay its debts, an order is made, or resolution passed for winding-up, or a liquidator, receiver or similar office is appointed in respect of any of its assets (or anything similar occurs).

In the above circumstances, a reasonable notice period to allow for closure of activities and funding obligations will be mutually agreed between both parties.

Termination for convenience - Without prejudice to section 8.1, either Party may terminate the MoU by giving three months' notice in writing.

9. Statutory and Legal requirements

9.1 To the fullest extent permissible in law, neither Party shall be liable to the other for any injuries, deaths, losses or damages caused as a result of its activities unless and to the extent caused by gross negligence or wilful misconduct.



9.2 The Parties agree to abide by local and national laws. In particular the Parties shall comply with all applicable laws, regulations and codes of conduct having the force of law in connection with this MoU.

10 Notices: Any formal notice or other communication (including, but not limited to, any report, receipt or notice) that is required to be given under the terms of this MoU shall be in writing and shall be sent by [secure email with delivery receipt or recorded delivery] to the other Party at the addresses set out below (as may be amended from time to time):

In the case of CW:

Anil Patil, Executive Director

Carers Worldwide, 30 Lodgefield, Welwyn Garden City, AL7 1SD, UK

anil.patil@carersworldwide.org

In the case of SWID:

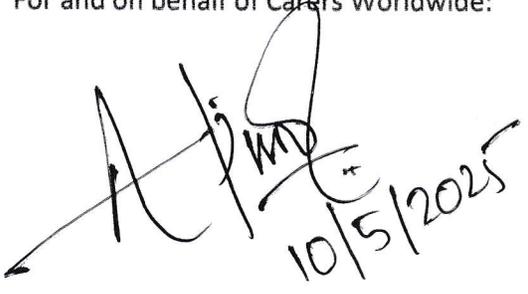
Md. Mahabubul Monir, Secretary General

SWID Bangladesh, 4A Eskaton Garden, Dhaka-1000, Bangladesh

swidbd@gmail.com

11 Signatories

The undersigned duly authorised representatives of CW and SWID have fully agreed to abide by the arrangements made and conditions set out in this MoU. Executed copies of the signature pages of this MoU exchanged between the Parties, transmitted electronically in Portable Document Format (PDF) shall be treated as originals, fully binding and with full legal force and effect, and the Parties waive any rights either may have to object to such treatment.

For and on behalf of Carers Worldwide:	For and on behalf of SWID:
	
Name: Anil Patil	Name: Md. Mahabubul Monir
Title: Executive Director	Title: Secretary General
Date: 10 th May 2025	Date: 10th May 2025