

SaniTap Code of Conduct & Ethics.

A one-page summary of SaniTap's 12 policies, grouped by theme. Each policy title below is a live link to the full policy document on sanitap.org. The full set is also available at sanitap.org/code-of-conduct-and-ethics-policies.

ETHICS

Code of Ethics

The foundational standard for how SaniTap staff and partners behave: honesty, integrity, respect for stakeholders, professional conduct in all engagements.

[Download full policy \(PDF\)](#)

Anti-Bribery & Corruption

Zero tolerance for bribery in any form. Prohibits offering, accepting or facilitating improper payments, including facilitation payments, from staff, agents or third parties acting on our behalf.

[Download full policy \(PDF\)](#)

Conflict of Interest

Requires disclosure and management of personal, financial or family interests that could bias professional decisions. Sets the disclosure route and the recusal expectations.

[Download full policy \(PDF\)](#)

SAFEGUARDING PEOPLE

Prevention of Harassment

Defines and prohibits harassment in the workplace and in the field. Sets the reporting route, investigation process and expected consequences.

[Download full policy \(PDF\)](#)

Preventing Sexual Exploitation and Abuse

Zero-tolerance PSEA policy in line with the IASC Six Core Principles. Applies to all SaniTap and partner personnel in all locations, on and off duty.

[Download full policy \(PDF\)](#)

Child Protection

Safeguards for children who may come into contact with SaniTap activities or personnel, aligned with the UN Convention on the Rights of the Child.

[Download full policy \(PDF\)](#)

Preventing Forced Labour & Trafficking

Prohibits the use of forced, bonded or trafficked labour by SaniTap or in its supply chain. Sets the due-diligence expectations on partners and suppliers.

[Download full policy \(PDF\)](#)

INCLUSION & FAIRNESS

Equality & Inclusion

Non-discrimination on race, gender, sexual orientation, religion, disability, age or any other protected characteristic. Sets expectations for inclusive recruitment, engagement and workplace conduct.

[Download full policy \(PDF\)](#)

Grievance

The route for any staff member, partner, or community member to raise a concern and have it addressed fairly and confidentially.

[Download full policy \(PDF\)](#)

COMPLIANCE & ENVIRONMENT

Anti-Terrorism & Trade Sanctions

Compliance with international sanctions regimes and counter-terrorism financing law. Sets the screening expectations on counterparties and funding sources.

[Download full policy \(PDF\)](#)

Protection of the Environment

Environmental responsibility beyond project outcomes: how SaniTap manages its own operational impact, waste, resource use, and travel.

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Data Protection

Handling of personal data across staff, partner and beneficiary records. Complemented on the website by the Privacy Statement.

[Download full policy \(PDF\)](#)

This summary is generated from the SaniTap website. For the authoritative version of each policy, always consult the linked PDF above. Grievance route: [Grievance policy \(PDF\)](#). Contact: info@sanitap.org.