

SaniTap Code of Conduct and Ethics Policies

At SaniTap, we take pride in being a responsible company that operates with the highest standards of ethics, integrity, and respect for all individuals. Our **Code of Conduct and Ethics Policies** are designed to guide our employees, stakeholders, and partners in making ethical decisions and conducting themselves in a manner that reflects our core values.

Code of Ethics: At SaniTap, we strive to maintain the highest ethical standards in all our business practices. We are committed to honesty, transparency, and accountability in our dealings with our employees, customers, partners, and stakeholders. We encourage our employees to report any unethical behaviour or violations of our Code of Ethics. See SaniTap Code of Ethics

Policy to Prevent Bribery and Corruption: SaniTap is committed to conducting all our business dealings with integrity and transparency. We have established strict policies and procedures to prevent and detect fraud and corruption in all our operations. We encourage our employees to report any suspected instances of fraud or corruption, and we will take appropriate action to investigate and address any allegations. See SaniTap Anti-bribery and corruption policy.

Policy on Anti-Terrorism and Trade Sanctions: SaniTap strictly complies with all international laws and regulations related to anti-terrorism and trade sanctions. We have established policies and procedures to ensure that our operations do not support or contribute to any illegal activities related to terrorism or trade sanctions. See SaniTap Anti-Terrorism and Trade Sanctions policy.

Policy on Equality and Inclusion: SaniTap is committed to promoting equality and inclusion in all aspects of our business operations. We recognize the importance of creating a diverse and inclusive workplace that reflects the communities we serve. We believe that everyone should have equal access to opportunities and resources, and we are committed to eliminating any barriers that may prevent this from happening. See SaniTap Equality and Inclusion Policy.

Policy on Preventing Harassment: SaniTap is committed to providing a safe and respectful workplace for all employees. We have zero tolerance for any form of harassment, including sexual, verbal, or physical harassment. We have established clear policies and procedures for reporting and addressing incidents of harassment, and we will take appropriate disciplinary action against any employee found to have engaged in such behaviour. See SaniTap Prevention of Harassment Policy.

Policy on Preventing Sexual Exploitation and Abuse: SaniTap is committed to preventing sexual exploitation and abuse in all our operations. We have established strict policies and procedures to prevent and respond to any incidents of sexual exploitation and abuse involving our employees, contractors, partners, or beneficiaries. We will not tolerate any form of sexual exploitation or abuse, and we will take immediate action to investigate and address any allegations of such behaviour. See SaniTap Sexual Exploitation and Abuse policy.

Child Protection Policy: SaniTap is committed to protecting children from all forms of exploitation and abuse. We have established policies and procedures to ensure that our operations do not harm children or put them at risk of harm. We conduct thorough background checks on all employees, partners, and contractors who work with children, and we require all employees and partners to report any suspected abuse or exploitation of children. See SaniTap Child Protection Policy

Policy on Preventing Forced Labour and Human Trafficking: SaniTap is committed to preventing forced labour and human trafficking in all our operations. We do not tolerate any form of forced

labour, including debt bondage, forced labour, or trafficking in persons. See SaniTap Policy on Preventing Forced Labour and Human Trafficking.

Conflict of Interest Policy: SaniTap requires all employees to disclose any potential conflicts of interest that may arise in the course of their employment. We have established policies and procedures to manage and mitigate any conflicts of interest to ensure that our employees act in the best interests of the company. See SaniTap Conflict of Interest Policy

Protection of Environment Policy: SaniTap is committed to minimizing our environmental impact and promoting sustainability in all our operations. We have established policies and procedures to ensure that we comply with all applicable environmental laws and regulations. We encourage our employees to adopt sustainable practices in their daily work and to minimize our use of natural resources. See SaniTap Protection of the Environment Policy

Data Protection Policy: SaniTap is committed to protecting the personal data of our employees, customers, partners, and stakeholders. We have established policies and procedures to ensure that we comply with applicable data protection laws and regulations including the Data Protection Act UK 2018. We require all employees and partners to maintain the confidentiality of personal data and to report any suspected data breaches immediately. See SaniTap Data Protection Policy and website Privacy statement - [Privacy - Sanitap](#)

Grievance Policy: SaniTap is committed to providing a fair and transparent grievance process for all our employees, stakeholders, and beneficiaries. It is committed to the open, transparent and fair resolution of all allegations and complaints received against its work, its personnel or against the organisation itself. Any employee, stakeholder or beneficiary who has evidence of wrongdoing is strongly encouraged to file a grievance with the company. See SaniTap Grievance Policy and Process.

Links

Code of Ethics: See SaniTap Code of Ethics

Policy to Prevent Bribery and Corruption: See SaniTap Anti-bribery and corruption policy.

Policy on Anti-Terrorism and Trade Sanctions: See SaniTap Anti-Terrorism and Trade Sanctions policy.

Policy on Equality and Inclusion: See SaniTap Equality and Inclusion Policy.

Policy on Preventing Harassment: See SaniTap Prevention of Harassment Policy.

Policy on Preventing Sexual Exploitation and Abuse: See SaniTap Sexual Exploitation and Abuse policy.

Child Protection Policy: See SaniTap Child Protection Policy

Policy on Preventing Forced Labour and Human Trafficking: See SaniTap Policy on Preventing Forced Labour and Human Trafficking.

Conflict of Interest Policy: See SaniTap Conflict of Interest Policy

Protection of Environment Policy: See SaniTap Protection of the Environment Policy

Data Protection Policy: See SaniTap Data Protection Policy and website Privacy statement

Grievance Policy: See SaniTap Grievance Policy and Process.