SANITAP CODE OF ETHICS

At SaniTap, we believe in conducting business with integrity, honesty, and respect for all stakeholders. Our Code of Ethics outlines the principles and standards that guide our employees, contractors, and partners in their daily activities. By upholding these principles, we strive to foster a culture of trust, accountability, and responsible business practices. This Code of Ethics applies to all individuals associated with SaniTap and serves as a foundation for our collective commitment to ethical conduct.

Integrity and Professionalism: We conduct ourselves with the utmost integrity, maintaining high professional standards in all our interactions. We act honestly, ethically, and transparently, and avoid conflicts of interest that could compromise the best interests of SaniTap and its stakeholders.

Compliance with Laws and Regulations: We comply with all applicable laws, regulations, and legal requirements in the jurisdictions where we operate. We are committed to upholding the highest standards of legal and regulatory compliance and actively seek to stay informed about changes in laws and regulations that impact our business.

Respect for Human Rights and Diversity: We respect and uphold the fundamental human rights of all individuals, both within and outside our organization. We promote a work environment that is inclusive, diverse, and free from discrimination, harassment, or any form of unfair treatment.

Environmental Responsibility: We are committed to minimizing our environmental impact and promoting sustainable practices. We strive to conserve resources, reduce waste, and continuously improve our environmental performance. We support initiatives that contribute to the protection of the environment and the communities in which we operate.

Confidentiality and Data Protection: We respect the confidentiality of sensitive information entrusted to us by stakeholders, including employees, customers, and partners. We handle personal data in accordance with applicable data protection laws and regulations, ensuring its security and privacy.

Fair Competition and Anti-Corruption: We compete fairly and ethically in the marketplace, promoting a level playing field. We prohibit any form of bribery, corruption, or unethical behavior. We adhere to anti-corruption laws and regulations and maintain strong internal controls to prevent and detect fraudulent activities.

Stakeholder Engagement and Relationships: We value our relationships with stakeholders and strive to engage with them in an open, honest, and respectful manner. We seek to understand their needs and expectations and work collaboratively to achieve mutually beneficial outcomes.

Listening to Grievances: We value constructive feedback and grievances from our employees, stakeholders, contractors and end customers/beneficiaries. We believe in

listening sincerely, and fully, to reasonable and justified grievances and have an open, confidential, process for this. Non-retaliation is guaranteed for those who make or report grievances in good faith.

Responsible Supply Chain: We expect our suppliers and business partners to adhere to similar ethical standards as outlined in this Code of Ethics. We strive to work with suppliers who share our commitment to integrity, respect for human rights, and environmental responsibility.

Reporting Violations:
Reporting of any suspicions of violations of our Code of Ethics should be made, in confidence, to the SaniTap Grievance Officer and sent via email to confidential_grievance@sanitap.org with the subject line 'Suspected violations of SaniTap Code of Ethics'

By adhering to this Code of Ethics, we demonstrate our commitment to responsible business practices, sustainable development, and creating long-term value for our stakeholders. Each of us has a responsibility to uphold these principles and act in accordance with the highest ethical standards. SaniTap will regularly review and update this Code of Ethics to ensure its continued relevance and effectiveness in guiding our behaviour and decisions.