
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. This policy outlines our commitment to equality and inclusion.

Equal Opportunities: SaniTap provides equal opportunities to all employees, contractors, customers, and partners, regardless of their gender, race, ethnicity, religion, sexual orientation, disability, age, or any other characteristic protected by law. We do not tolerate any form of discrimination or bias, and we ensure that all decisions related to employment, recruitment, promotion, or other business practices are made based on merit and qualifications.

Diversity and Inclusion: SaniTap values diversity and inclusion and recognizes that our differences make us stronger. We strive to create a workplace that is free from prejudice and where everyone feels valued and respected. We promote diversity and inclusion through the following measures: -

1. Actively seeking to recruit and retain employees, contractors, and partners from diverse backgrounds to ensure that our workforce reflects the communities we serve.
2. Establishing a culture of inclusion where everyone feels comfortable to be themselves and can contribute to their full potential.
3. Providing reasonable accommodations to employees and contractors with disabilities to ensure that they can perform their job duties to the best of their abilities.

Complaints Procedure: SaniTap takes all complaints related to discrimination or bias seriously and has established a procedure for addressing and resolving complaints. Any employee, contractor, or partner who experiences or witnesses discrimination or bias should report the incident immediately to their supervisor, manager, or the designated HR representative. Complaints can also be made through our grievance system. Complaints will be treated with the utmost confidentiality and will be investigated promptly and thoroughly. We will take appropriate disciplinary action against anyone found to have engaged in discrimination or bias, up to and including termination of employment or termination of our business relationship.

Reporting

Reporting of any suspicions of violations of our Equality and Inclusion policy should be reported, in confidence, to the SaniTap Grievance Officer and sent via email to confidential_grievance@sanitap.org with the subject line 'Suspected violations of equality and inclusion policy.'

At SaniTap, we believe that promoting equality and inclusion is not only the right thing to do but also essential to the success of our business. We are committed to providing equal opportunities to all employees, contractors, customers, and partners and to creating a workplace that is free from discrimination and bias. We will continue to promote diversity and inclusion and eliminate any barriers that may prevent individuals from reaching their full potential.