

BLOGRE CLEANING AND FUMIGATION SERVICES

COMPANY CODE OF CONDUCT AND ETHICS



BLOGRE
COMPANY LIMITED
Cleaning & Fumigation

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1. INTRODUCTION

This Code of Conduct and Compliance Programme outlines the ethical standards, policies, and legal obligations that [Company Name] Fumigation Services and its employees must adhere to in the course of providing fumigation services in Tanzania. Our commitment is to operate with integrity, professionalism, and compliance with all applicable laws and regulations. This document serves as a guide to ensure ethical and legal compliance in all fumigation activities undertaken by [Company Name] in Tanzania

2. PURPOSE

The purpose of this document is to:

- Ensure compliance with Tanzanian laws, including environmental, health, and safety regulations.
- Establish ethical principles for employees, contractors, and stakeholders.
- Promote a culture of accountability, transparency, and responsible service delivery.

3. APPLICABLE LAWS AND REGULATIONS

All employees and stakeholders must comply with:

- The **Occupational Health and Safety Act, 2003**
- The **Environmental Management Act, 2004**
- The **Plant Protection Act, 1997**
- The **Public Procurement Act, 2023** (if engaging in government contracts)
- Any other relevant Tanzanian laws, industry regulations, and international best practices.

4. ETHICAL PRINCIPLES AND STANDARDS

4.1 Integrity and Honesty

- Employees must act with honesty and avoid any fraudulent or deceptive business practices.
- Bribery, corruption, or any unethical conduct is strictly prohibited.

4.2 Health and Safety

- Adherence to safety protocols in handling fumigants and equipment is mandatory.
- Employees must use protective gear and follow safety guidelines to prevent hazards.
- The Company is committed to ensuring the health and safety of employees and clients.
- Employees must follow all fumigation procedures, handling, and disposal of chemicals as per regulatory standards.
- Environmental sustainability must be considered in all operations

4.3 Environmental Responsibility

- The company is committed to minimizing environmental impact.
- Proper disposal of chemicals and waste must be observed in line with environmental laws.

4.4 Respect for Human Rights

- No employee or contractor shall engage in discrimination, harassment, or forced labor.
- All individuals must be treated with dignity and respect.

4.5 Confidentiality

- Employees must protect client information and company data from unauthorized disclosure.

4.6 Fair Competition

- The company will engage in fair business practices and avoid any anti-competitive behavior.

5. COMPLIANCE PROGRAMME

5.1 Responsibilities of Employees

- Employees must read, understand, and comply with this Code of Conduct.
- Report any suspected violation to the Compliance Officer.

5.2 Compliance Training

- All employees will undergo regular training on compliance, ethical conduct, and safety procedures.

5.3 Reporting Violations

- A whistleblower policy is in place to allow confidential reporting of misconduct.

5.4 Disciplinary Actions

- Any breach of this Code will result in disciplinary action, which may include termination or legal action.

5.5 Monitoring and Review

- The company will periodically review and update this Code to ensure alignment with laws and best practices.

6. ACKNOWLEDGEMENT

All employees, contractors, and stakeholders must acknowledge receipt and understanding of this Code of Conduct and Compliance Programme.

Your sincerely,

Shikunzi

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Managing Director

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