

# BLOGRE CLEANING AND FUMIGATION SERVICES

## ANTI- CORRUPTION POLICY



**BLOGRE**  
COMPANY LIMITED  
Cleaning & Fumigation

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### ANTI-CORRUPTION POLICY FOR BLOGRE COMPANY LTD

#### 1. INTRODUCTION

**BLOGRE COMPANY LTD** Cleaning and Fumigation Services is committed to conducting business with integrity, transparency, and accountability. Corruption and bribery undermine fair competition and economic development, and as such, our company has a zero-tolerance policy towards any form of corrupt practices. This policy is designed to ensure compliance with Tanzanian anti-corruption laws, including the **Prevention and Combating of Corruption Act, 2007**, and other relevant regulations.

#### 2. PURPOSE

The purpose of this policy is to:

- Prevent and combat corruption, bribery, fraud, and unethical practices within our company.
- Ensure all employees, partners, and stakeholders adhere to ethical business standards.
- Promote a culture of integrity and accountability.

#### 3. SCOPE

This policy applies to:

- All employees, directors, and officers of [BLOGRE COMPANY LTD].
- Contractors, suppliers, and business partners acting on behalf of the company.
- Any transactions and interactions involving government officials, clients, and third parties.

#### **4. PROHIBITED CONDUCT**

##### **a) Bribery and Kickbacks**

- Offering, giving, receiving, or soliciting anything of value to influence business decisions is strictly prohibited.
- Employees must not accept gifts, hospitality, or favors that could be perceived as an attempt to gain undue advantage.

##### **b) Fraud and Embezzlement**

- Any act of deception, misrepresentation, or misuse of company assets for personal gain is forbidden.
- Employees must report any suspicious financial activities immediately.

##### **c) Conflict of Interest**

- Employees must disclose any personal or financial interests that may conflict with company business.
- Any dealings with government agencies must be transparent and in compliance with the law.

##### **d) Facilitation Payments**

- The company strictly prohibits facilitation payments to government officials or third parties to expedite services or gain advantages.

#### **5. REPORTING AND ENFORCEMENT**

- Employees and stakeholders are encouraged to report any suspected corruption or unethical behavior through the company's confidential whistleblowing mechanism.
- Reports will be investigated promptly, and appropriate disciplinary actions, including termination and legal action, will be taken against violators.

#### **6. TRAINING AND COMPLIANCE**

- All employees will undergo periodic anti-corruption training to ensure awareness and compliance.
- Management will regularly review and update this policy in line with legal and regulatory changes.

#### **7. CONSEQUENCES OF VIOLATION**

- Employees found guilty of corruption-related offenses will face disciplinary action, including dismissal and legal prosecution.
- Business partners found in violation may face contract termination and legal repercussions.

## 8. CONCLUSION

**BLOGRE COMPANY LTD** Cleaning and Fumigation Services is dedicated to maintaining the highest standards of integrity. Every employee and stakeholder must uphold this policy to protect the company's reputation and ensure compliance with Tanzanian anti-corruption laws.

### Approval:

This Anti-Corruption Policy is approved by:

*Shikunzi*

**Shikunzi Obadia**

**Managing Director**

**BLOGRE Company Ltd**



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