

# Sincro Sitewatch



Sincro.co.tz 

sales@sincrositewatch.com 

+255 222 700 971 

Plot No. 1337 Msonge Street  
Mikocheni A DSM, Tanzania 

## Sincro Sitewatch Ltd – CODE OF CONDUCT POLICY 2018

### Sincro Sitewatch Limited will:

- Commit to providing a workplace that is free from discrimination against race, colour, sex, religion, physical or health disability, political affiliation or other defining laws applicable to the region in which we operate.
- Create a working environment that is free from abusive, offensive or harassing behaviour.
- Create an environment where employees feel comfortable to speak their mind with respect to ethical and social concerns.
- Investigate all reported instances of questionable or unethical behaviour and take the appropriate action where required.

### In all our activities Sincro Sitewatch staff will:

- Gain credibility by adhering to our commitments, displaying honesty and integrity and achieving the company goals through operating to the highest standards of corporate integrity.
- Make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors.
- Not engage in unauthorized use, copying, .distribution or alteration of software or other intellectual property.
- Avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our work.
- Avoid any actions that create a perception that favourable treatment of outside entities by Sincro Sitewatch Ltd was sought.
- Make certain that all disclosures made in financial reports and public documents are full, fair, accurate, timely and understandable.
- We will not disclose confidential and non-public information without a valid business purpose and proper authorization.
- Comply with all prevailing legislation concerning environmental protection and adhere to the company's Health and Safety policy
- Ensure that all employees, suppliers and subcontractors are made aware of and adhere to the values and standards set forth in this Code.

.....  
Mark Foley, Chief Executive Officer

.....  
Date

Sincro Sitewatch Ltd is a private Limited company  
established in Dar Es Salaam  
Company Registration number: 65342

Tax Identification Number (TIN) 106 703 221  
VAT Registration Number 40-001 712  
Licensed by the Tanzanian Contractors Registration Board

Electrical \*\* Solar & Renewable Energy \*\* Managed Services  
Telecoms & ICT \*\* Mechanical \*\* Civil & Structural