



JHR GENERAL SUPPLIER COMPANY LIMITED

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Code of Ethics 2025

JHR General Supplier Company Limited

1. Introduction

At **JHR General Supplier Company Limited**, we are committed to conducting our business with the highest standards of **ethics, integrity, and responsibility**. This **Code of Ethics 2025** reflects our core values and sets clear expectations for ethical behavior from our employees, management, contractors, and business partners.

By adhering to this Code, we protect our company's reputation, build trust with stakeholders, and contribute positively to the communities where we operate.

2. Purpose of the Code

The purpose of this Code of Ethics is to:

- Establish clear ethical standards for conduct across all business activities.
- Promote a culture of honesty, fairness, transparency, and respect.
- Provide guidance for resolving ethical dilemmas and reporting concerns.
- Support compliance with laws, regulations, and internal policies.

3. Scope of Application

This Code applies to:

- All employees, officers, and directors of JHR General Supplier Co. Ltd.
- All third-party representatives, contractors, consultants, and agents.
- Any individual or organization acting on behalf of the company.

4. Our Core Ethical Principles

a. Integrity

We act honestly, consistently, and transparently in everything we do. We do not tolerate fraud, dishonesty, or misrepresentation in any form.

b. Respect

We treat all people—employees, customers, suppliers, and community members—with dignity, fairness,

and respect, regardless of background, role, or opinion.

c. Accountability

We take full responsibility for our actions, decisions, and their consequences. We uphold commitments and act in the best interest of the company and its stakeholders.

d. Compliance with Laws and Regulations

We operate in full compliance with all applicable laws, rules, and industry standards in the countries where we conduct business.

e. Fair Business Practices

We compete fairly, avoid conflicts of interest, and do not engage in bribery, corruption, or anti-competitive behavior.

f. Confidentiality and Data Protection

We safeguard confidential company and client information. We do not misuse personal data or disclose proprietary information without authorization.

g. Environmental and Social Responsibility

We strive to minimize our environmental impact, support sustainable practices, and contribute positively to society.

h. Human Rights and Labor Standards

We support and respect internationally recognized human rights, including the prohibition of child labor, forced labor, discrimination, and harassment.

5. Conflicts of Interest

Employees and stakeholders must avoid situations where personal interests may conflict with the interests of the company. If such situations arise, they must be disclosed immediately to a supervisor or compliance officer.

6. Anti-Corruption and Anti-Bribery

We strictly prohibit offering, giving, or receiving bribes or improper payments to gain business advantage. All business transactions must be conducted transparently and lawfully.

7. Use of Company Resources

Company assets—including time, equipment, information, and finances—must be used responsibly, efficiently, and for legitimate business purposes only.

8. Ethics in Procurement and Supply Chain

We expect our suppliers and partners to uphold similar ethical standards. JHR General Supplier Co. Ltd. promotes ethical sourcing, fair labor practices, and transparency throughout our supply chain.

9. Reporting Ethical Violations

Employees are encouraged to report unethical behavior or breaches of this Code without fear of retaliation. Concerns can be reported to:

✉ **Email:** jhrgeneralsupplier@gmail.com, info@jhrgeneralsupplier.co.tz

☎ **Hotline:** +255784664027

🌐 **Mail:** 2310 , website; www.jhrgeneralsupplier.co.tz

All reports will be handled with confidentiality and investigated promptly.

10. Consequences of Violations

Violations of this Code may result in disciplinary action, up to and including termination of employment or contract, and possible legal action, depending on the nature of the breach.

11. Training and Awareness

Regular ethics training will be provided to ensure all employees understand their responsibilities under this Code. Leadership must lead by example and actively promote ethical culture.

12. Annual Review and Updates

This Code of Ethics will be reviewed **annually** to remain aligned with best practices, legal requirements, and evolving business needs.

13. Document Control

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Approved By	JOHANSEN HERMAN RAUBEN
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Policy Owner	Compliance / HR Department