



# Anti-Bribery Policy.

**Identification No**

**EJS/IMS/MD/COM/HSE/POL/010**

**Revision Number: 01**

**Date of Issue**

**01/09/2017**

**Revision Date: 01/05/2026**



Connecting Route, Delivering Value.

[www.ejsolution.co.tz](http://www.ejsolution.co.tz)

## Introduction

EJ's Solutions recognizes that its reputation for ethical and honest business conduct is fundamental and requires dedicated protection. This policy aims to establish stringent controls, ensuring compliance with anti-bribery and corruption regulations. EJ's Solutions is committed to conducting business in a socially responsible manner, upholding integrity, and fostering a culture of zero-tolerance towards bribery and corruption.

## Policy Objectives:

The primary objectives of this Compliance Policy are:

- To establish controls for compliance with anti-bribery and corruption regulations.
- To ensure that EJ's Solutions conducts business in a socially responsible manner.



## Policy Statement:

**Bribery involves offering, promising, giving, accepting, or soliciting an advantage for illegal actions or a breach of trust. EJ's Solutions adopts a zero-tolerance approach to bribery and corruption, committing to professional, fair, and ethical conduct in all business dealings globally.**



## Scope:

This policy covers EJ's Solutions Logistics Limited and controlled entities, it also applies to all individuals associated with EJ's Solutions at all levels. This includes directors, managers, employees (permanent, part-time, or casual), contractors, sub-contractors, labour-hire personnel, consultants, or any person associated with EJ's Solutions or its subsidiaries.

## Bribery and Corruption:

Bribery involves offering or accepting an advantage to influence illegal, unethical, or trust-breaching actions. Corruption involves dishonest activities where an individual abuses their position for personal gain. EJ's Solutions strictly prohibits all forms of bribery and corruption.

## Receiving Gifts, Entertainment, and Favours:

Employees must not compromise EJ's Solutions in receiving gifts or favours. Acceptable practices include not soliciting gifts, rejecting money gifts, and accepting reasonable tokens or hospitality that do not create obligations.

## Giving Gifts, Entertainment, and Favours:

EJ's Solutions prohibits providing gifts, entertainment, or favours to customers or suppliers except for token gestures with director approval. Such activities are also forbidden if they lead to improper commercial advantages.



## Facilitation Payments:

Facilitation payments, made to expedite routine governmental actions, are strictly prohibited. In exceptional circumstances, where unavoidable, such payments must be minimized, documented, and reported to the line manager.

## Political and Charitable Contributions:

EJ's Solutions refrains from supporting political parties or candidates. Charitable contributions are encouraged but must comply with local laws. Approval from an EJ's Solutions director is mandatory for any donation, which should be publicly disclosed.

Any breach may result in disciplinary action, emphasizing EJ's Solutions' commitment to fostering a socially responsible and ethical business environment.



to ensure transparency and alignment with the company's core values. Any charitable contributions must be carefully evaluated to avoid conflicts of interest and ensure that the recipient organization aligns with EJ's Solutions' mission and ethical standards.

Employees are encouraged to suggest charitable causes they are passionate about, but the final decision lies with the company's leadership. All donations should be documented and reported, adhering to both local regulations and internal policies.

Political neutrality is central to EJ's Solutions' ethos. Employees must avoid representing the company in any political endorsements, statements, or activities, as this could compromise the company's commitment to impartiality and inclusivity.

The company will also periodically review its donation and sponsorship policies to adapt to changing legal or social environments, ensuring that all practices remain ethical and compliant. Any breach of these guidelines will be taken seriously and may result in disciplinary action.

## DOCUMENT AUTHORIZATION

**Document Author**

**Document Reviewed By**

**Rosemary Hanga**

**Peter Joshua**

**Health and Safety Coordinator**

**Managing Director**

A handwritten signature in blue ink, appearing to be 'RH' or similar initials, written in a cursive style.A handwritten signature in black ink, appearing to be 'PJ' or similar initials, written in a cursive style.