



## Code of Ethics

### INTRODUCTION

The TANAMA HEALTH LTD. (TANAMA) Code of Ethics (the “Code”) affirms the Company’s commitment to ethical conduct and its practice of complying with all applicable laws and avoiding potential or actual conflicts of interest.

### OBJECTIVE

All TANAMA members pledge to abide by the Code Ethics. Their adherence to the Code signifies voluntary assumption of self-discipline.

The standards of conduct set forth in this Code provide basic principles in the ethical practice. The purpose of this Code is to help TANAMA members maintain their professionalism and adhere to high ethical standards in the conduct of providing services to clients and in their dealings with their colleagues and the public. The individual judgment of Members is required to apply these principles.

### Conduct

The requirement to comply with these standards of conduct is a condition of employment. Employees who fail to comply with these standards may be subject to disciplinary action up to and including dismissal.

### Humane Treatment

There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.

### Non-Discrimination

TANAMA not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.

### Partnership

Partners shall not directly or indirectly offer, promise to offer, make or receive any form of bribe or seek to influence a business decision inappropriately. This shall include offering or providing any gift or hospitality which is excessive or inappropriate in nature for the purpose of obtaining any improper advantage or illicit benefit.

### Conflict of Interest

Employees and Volunteers shall actively avoid conflicts of interest or the appearance of conflicting interests and shall perform their duties without the expectation of personal gain other than their employment compensation.



Effective Date: 2019

**Confidentiality:**

Employees and partners shall demonstrate professional integrity with respect to the issuance and management of information and records and shall not disclose confidential corporate or personal information without appropriate authorization.

**Bribery**

Neither TANAMA nor its members will pay bribes to clients or client representatives to obtain business from them.

**Gifts**

TANAMA employees may not offer gifts to, or receive gifts from, our suppliers, customers or other business-related entities