

Sustainable Tourism Tanzania (STTZ) ETHICS POLICY

UPDATED OCTOBER 2025

Purpose of the Policy

This policy provides the framework and guidelines on the Sustainable Tourism Tanzania (STTZ) employees and third party to ethical behavior during conduction of its business.

Key Definitions

Ethics: The moral principles and standards that guide how individuals behave and make decisions, helping distinguish right from wrong (UNESCO, 2021).

Corruption: The misuse of public power, assets, or entrusted authority for private gain, undermining public trust, social stability, and democratic institutions (UNODC, 2024).

Fraud: Intentional deception used to secure unlawful or unfair gain, evade obligations, or cause harm through misrepresentation or dishonest conduct (World Bank, 2022).

Bribery: Giving, offering, soliciting, or receiving something of value to improperly influence the actions of someone performing official or professional duties (OECD, 2023).

Scope of the Policy

This ethics policy applies to all the company's directors, employees, contractors and representatives, consultants, agents and third parties acting on behalf of STTZ, regardless of their role, affiliation, or location.

Policy Statements

Disclosure

Members are required to promptly reveal any relationships, circumstances, or interests that could affect or be perceived to affect their impartiality or professional judgment.

Conflicts of Interest

STTZ staff and associated third parties must avoid any real or perceived conflicts between their personal interests and the organization's interests.

Bribery

STTZ employees and associated third parties must not offer, promise, or accept any form of bribe. Bribery includes giving or receiving any advantage intended to improperly influence the performance of duties.

Discrimination and Harassment

Equal employment opportunities must be upheld, with decisions based on merit, qualifications, and performance. Harassment, violence, and threatening behavior are strictly prohibited.

Gifts and Hospitality

Employees must not give, accept, or solicit gifts that could compromise professional judgment. Minor customary hospitality is acceptable.

Fairness and Integrity

Employees must act with honesty and refrain from making false statements. All individuals should be treated fairly and respectfully.

Confidentiality

STTZ employees must protect all confidential information and only share it with individuals who have a legitimate business need.

Environmental Standards

We are committed to environmental sustainability, including minimal use of resources and managing waste responsibly.

Implementation

STTZ implements its ethics policy through regular staff orientation, training, and clear communication. Employees are encouraged to report suspected breaches promptly.