



**UNITED REPUBLIC OF TANZANIA**  
**Business Registrations and Licensing Agency**

**INTEGRITY PLEDGE FOR THE PRIVATE SECTOR**

In recognition of a commitment and willingness by the Private Sector to contribute to the elimination of corruption through ethical behavior, transparency and zero tolerance against corruption in all business activities. In recognition of our financial, environmental and social responsibility for the benefit of the entire nation; on behalf of the organization,

I, SAMMY RONKANKA MAGICE pledge that, We will:

1. actively partake in and contribute towards the economy through tax contribution and all business transaction in a transparent and ethical manner;
2. not initiate, solicit, receive or accept bribes or any other form of corruption;
3. ensure financial reporting mechanisms are transparent and practice zero tolerance against corrupt procurement practices and any other unethical conduct;
4. ensure our corporate Code of Conduct to which we will be held responsible and accountable, serves to promote good ethical practices both within the internal and external environment and will continually guide management and employees to be accountable for their behavior at any time;
5. avoid all situations that may result in actual or perceived conflict of interest and ensure that we disclose and resolve any arising issues of conflict of interest in an efficient and transparent manner;
6. promote transparency and efficiency at all levels within our organisation and implement internal systems and controls to ensure good governance and institutionalize the values of ethics, integrity, accountability and transparency within our business;
7. ensure all goods and services adhere to national and international standards;
8. provide anonymous channels of communication to ensure the rights of suppliers, customers and employees are protected and will avail on-going promotions and publication of ethical business practices to promote awareness;

- 9 behave as good corporate citizens, actively engaged in ensuring social, economic, and environmental sustainability and work to positively impact the entire nation;
- 10 ensure fair competitive practices are an integral part of the way we conduct our business including transparency in all business transactions and good corporate governance;
- 11 refrain from engaging in business with parties who have demonstrated unethical business practices;
- 12 support the development of an audit and certification program against corruption and participate in the implementation of tools and measures created in order to ensure transparency, efficiency, and ethical business practice;
- 13 support the nationwide campaign against corruption, which promotes fair market conditions, transparency with all business transactions and good governance;
- 14 not offer or facilitate, directly or indirectly any improper inducement or reward to any public officer, their relatives or business associates in connection with our procurement process or in the subsequent performance of any contract;

**Declaration** I acknowledge that I have read and understand the clauses within the Integrity Pledge before signing. I agree and recognize that the clauses contained in this document are legal and ethical matters which I am obliged to abide by. I am also aware that violation of the clauses laid down is in breach of the Prevention and Combating of Corruption Act, the Public Procurement Act, the Economic and Organized Crime Control Act or any other written law and legal action may be taken against me for violating the stated clauses.

CAMMYRON NANKA MATHIE  
NAME OF THE CEO

MAGICE FOOD PROCESSING CO LTD  
COMPANY NAME

SIGNATURE  
MAGICE FOOD PROCESSING Co. LTD

DATE  
09/05/2023

10 MAY 2023  
P. O. Box 10  
MKURANGA

COMPANY STAMP/SEAL

SEKA ISAYA KASERA  
FOR CEO - BRELA

SIGNATURE

05/09/2023 3:49:27  
DATE