

Date: 1 October 2019

## **CONFLICTS OF INTEREST POLICY**

Conflicts of interest occur when an employee or immediate family member receives personal financial benefit from the employee's Company position in a manner which may inappropriately influence the employee's judgment or compromise the employee's ability to carry out Company responsibilities or could be a detriment to the Company's integrity. The Employee agrees that there are no contracts, restrictions or other matters which would interfere with their ability to discharge their obligations during their employment in the company. If, while performing their duties and responsibilities, the Employee becomes aware of any potential or actual conflict between their interests and those of the Employer, then the Employee shall immediately inform the Employer. Where the Employer forms the view that such a conflict does or could exist, it may direct the Employee to take action(s) to resolve that conflict, and the Employee shall comply with that instruction. When acting in their capacity as Employee, the Employee shall not, either directly or indirectly, receive or accept for their own benefit or the benefit of any person or entity other than the Employer any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Employer.

Employees with an apparent or real conflict of interest must inform HR Department of the Company.