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Conflict of Interests Policy

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Introduction

A conflict of interests is a situation in which a person related to the Group, such as employee, contractors, consultants and so on, is involved in external interests, which could possibly be not aligned with the Group's interests. Examples would include appointing a friend or family member as supplier, when more qualified or more convenient suppliers are available, thereby causing a loss to the company.

Purpose

A conflict of interests arises when there is a conflict between the official responsibilities of an employee and any other interests that the employee may have which prevents the employee from acting in the best interest of the Group.

Key Policy Areas

- a. Employees must declare any conflict of interests to their supervisors.
- b. It is not possible to comprehensively define circumstances that will lead to conflicts of interests. Employees are expected to consult their supervisors if they are unsure if they face any potential conflict of interest.

Compliance with the policy

Undeclared conflict of interests can be investigated and punished with disciplinary measures.