



Company Conflict of Interest Policy

Policy Brief & Purpose

Our company's Conflict of Interest Policy addresses situations where an employee's personal interests might conflict with the company's interests. It emphasises mutual trust, outlines potential conflicts, and provides guidelines for resolution, ensuring the company's goals are not compromised.

Scope

This policy applies to all prospective or current employees of the company, as well as independent contractors and persons acting on behalf of the company.

Policy Elements

1. Definition of Conflict of Interest:

- Conflict of interest occurs when an employee's interest in a particular subject may lead them to actions, activities, or relationships that undermine the company and place it at a disadvantage.
- Examples of conflict of interest include:
 - Using one's position with the company for personal advantage.
 - Engaging in activities that benefit a competitor.
 - Owning shares of a competitor's stock.
 - Using company connections for personal purposes.
 - Compromising the company's legality (e.g., taking bribes).

2. Reporting and Resolution:

- Employees who suspect or identify a conflict of interest should promptly report it to management.
- Corrective actions will be taken to address the issue.

3. Disciplinary Consequences:

- Concealing conflicts of interest or failing to resolve them may result in disciplinary action.

Effective Date

This policy is effective immediately.