



CONFLICT OF INTEREST POLICY

1.0. PURPOSE

It is important that Glad's clients, suppliers and stakeholder are confident of the impartiality of its decisions, advocacy and processes.

2.0. SCOPE

This Conflict of Interest Policy is applicable to all Workers of Glad.

Glad Group, comprising of:

- Glad Group Pty Ltd | ABN 62 092 928 115
- Glad Cleaning Service Pty Ltd | ABN 43 054 617 891
- Glad Security Pty Ltd trading as Glad Group Services | ABN 99 122 097 590
- Glad Maintenance Pty Ltd | ABN 85 127 522 481
- Glad Indigenous Pty Ltd | 13 648 519 957
- Auxus Pty Ltd | 12 655 147 292
- Stratium Global Pty Ltd trading as Unifyd Technology | 86 923 901 715
- Glad Group NZ Limited | NZBN 9429 047 106 437

3.0. POLICY

All Workers:

- a. are required to disclose to Glad any Conflict of Interest;
- b. must not act in any Conflict of Interest during their employment without the prior written approval of Glad; and
- c. should cease acting in any Conflict of Interest at the request of Glad, and follow any other of Glad's directions regarding any Conflict of Interest.

4.0. EXAMPLES

Examples of situations that may give rise to a Conflict of Interest include:

- a. having a financial interest in, or performing work for, a competitor of Glad;
- b. allowing personal beliefs, philosophies or attitudes to influence a Workers impartiality or professionalism;
- c. having or developing personal relationships that go beyond the professional relationship level, where that relationship could be used to inappropriately influence business decisions;
- d. having other employment that may, or may appear to, compromise Glad's integrity or a Workers integrity or ability to properly perform the duties of their position;
- e. participating in political activities to do with, or making political comments about, Glad's work; and/or



- f. accepting gifts, benefits or hospitality without the authorisation of Glad, where such gifts, benefits and hospitality are intended or could be perceived to be intended to influence the Worker in carrying out their duties.

Authorised by:



Nick Iloski

Managing Director