

## Conflict of Interest

Conflict of interest arises whenever the personal, professional, business or other interests of an employee are potentially at odds with the best interests of JBM Power.

As individuals, employees may have private interests that from time-to-time conflict, or appear to conflict, with their employment with JBM. Employees should avoid situations where there may be a conflict between the interests of JBM and their own personal or professional interests, or those of relatives or friends, and act in good faith towards JBM Power.

It is impossible to define all potential areas of conflict of interest. If an employee is in doubt if a conflict exists, they should raise the matter with their manager or supervisor.

Employees must:

- i. declare any potential, actual or perceived conflicts of interest that exist on becoming employed by JBM to management.
- ii. declare any potential, actual or perceived conflicts of interest that arise or are likely to arise during employment by JBM to management.
- iii. avoid being placed in a situation where there is potential, actual, or perceived conflict of interest, if possible.

If an employee declares such an interest, JBM will review the potential areas of conflict with the employee and mutually agree on practical arrangements to resolve the situation.

Employees must disclose any other employment that might cause a conflict of interest with JBM to their manager. Where there are external involvements that do not represent a conflict of interest, these must not affect performance or attendance whilst working at JBM. If such involvement does affect performance or attendance, it will be considered a conflict of interest.

Employees must not set up or engage in private business or undertake other employment in direct or indirect competition with JBM using knowledge and/or materials gained during employment with JBM.

Failure to comply with this policy and declare a potential, actual or perceived conflict of interest or to take remedial action agreed with JBM, in a timely manner, may result in disciplinary action.



Mile Belevski  
General Manager  
16<sup>th</sup> February 2024