

SCOPE

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

PURPOSE

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

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.

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.



Nick Iloski

Managing Director

Glad Group, comprising of:

Glad Group Pty Ltd | ABN 62 092 928 115

Glad Cleaning Service Pty Ltd | ABN 43 054 617 891

Mutual Cleaning and Maintenance Pty Ltd | ABN 53 006 516 810

Glad Maintenance Pty Ltd | ABN 85 127 522 481 | Contractor's Licence: 215410C

Glad Security Pty Ltd | ABN 122 097 590 | Security Licences: NSW 409557154, ACT 17502081, QLD 3199590, VIC Licence 763-211-20S, WA SA40606

