

Conflict of Interest Policy

Employees must avoid any situation, which may lead to a conflict of interest between their personal or family interests and activities and the interests and activities of Intermoco.

If an employee is aware of a situation or potential situation, which places them in a position of conflict of interest, they must declare the situation to their manager so that either proper approval is provided or action is taken for the conflict to be eliminated or avoided.

Situations which may involve a conflict of interest for an employee may include:

- Interests or direct involvement with companies in competition to Intermoco;
- Engaging in other employment or activities that prevent or restrict the employee from performing to the maximum effectiveness;
- An employee or their family benefiting from a business transaction that rightfully should be made available to Intermoco;

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