

## Conflict of Interest Policy

### Overview

This policy sets out **Waste Services Group** position of managing and identifying conflicts of interest and endeavors to ensure its workers carry out their duties ethically, responsibly and without improper influences. We have the same expectations of our customers, suppliers and all other business partnerships. This policy is designed to enable the identification and effective management of conflicts of interest.

### Principles

A conflict of interest can exist where personal relationships, financial interests, external participations can influence the objective exercise of a person's employment role and decision making. Furthermore, it exists when there is a real, potential or perceived conflict or inconsistency between a worker's duties and their own personal interests including family, financial, business or social interests.

A conflict of interest may be financial or non-financial in nature and can exist even if you endeavor not to be, or believe that you will not be, influenced by the conflicting interest or duty.

#### A real conflict

Occurs when there is an actual conflict of interest (that is, an actual conflict between your duties or between your duty and your private interest(s)).

#### A potential conflict

Occurs when there is a possibility that a conflict of interest might arise in the future.

#### A perceived conflict

Occurs when there is a reasonable perception that there could be a conflict of interest.

The following should be followed:

- Report any real or potential conflicts of interest to your immediate manager
- Ensure an awareness of the potential for conflict of interest with all relationships external to your work
- Remove yourself from decision making processes for suppliers or customers where you have a personal interest in the outcome
- Customer intellectual property is to be protected and not disclosed
- All gifts offered by customers, suppliers or external organisations are to be reported and assessed for approval

The policy applies to you if you are employed by Waste Services Group (whether full-time, part-time, casual or temporary) or if you are a contractor to Superior Waste. It applies no matter what level of seniority and no matter what length of service.

Any person to whom this Policy applies who breaches this policy or who coerces, encourages or assists another person to breach this policy may be subject to disciplinary action.

**Matt Tamplin**

Chief Executive Officer June 2022