



KULIM (MALAYSIA) BERHAD

CONFLICT OF INTEREST POLICY

Kulim has always strived to implement and strengthen integrity values and practice trust in conducting its business activities.

Under this policy, all employees are responsible to:-

- ❖ Disclose any personal workplace relationship and any hiring and development decisions will be fair and objective.
- ❖ Keep good reputation in any outside engagements, including employments, directorship or other outside activities. All employees are strictly forbidden to have any kind of paid and unpaid engagement with any Kulim business partner or competitor.
- ❖ Ensure no internal or external personal financial interest relationship with business partners and competitors.
- ❖ Ensure not to accept or offer gifts, meals, travel or entertainment from any party having business or official business interests with them.

This Policy aims to avoid any conflict of personal interest or any personal perceptions of personal interest involving any party in any future business or official affairs between Kulim and those parties.

Approved By:

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ZULKIFLY ZAKARIAH

Executive Director

01 May 2018