

CONFLICTING INTERESTS



Conflicting Interests

A conflict in interest can weaken the trust factor in the company both in the eyes of employees and also in the eyes of suppliers and customers, and can expand the possibility of stakeholder interest in the company. This unknowingly or knowingly hampers the work process and flow to give the best services to the clients.

This Conflict-of-Interest Policy sets out company's approach to: recognizing and avoiding conflicts of interest; and declaring conflicts of interests. Every opportunity must be taken to prevent conflicts. If we are unsure whether a specific situation involves a conflict, we seek Standards.

The following conflict patterns must be declared:

1. Holding a position as a director, proprietor, or shareholder of a third-party company.
2. An association with a third - party provider, either personally or professionally.
3. Working for another company or organisation as an advisor, staff, chairman, official, or administrator in order to compromise our integrity or to prevent us from performing our obligations at the company.
4. Working with or planning to hire a family or close friend (such as accepting an application form from one of us or having the ability to affect the application's content).
5. Furnishing or receiving gifts or entertainment directly or on behalf of third parties whilst we make a selection
6. Deciding whether one should join into a contract or transaction; overseeing a close personal relationship either directly or informally

Another important aspect that turns out to be very important for our company is how the efforts are put in place and how the conflict is managed once it has been declared. We make sure that these are taken care of and people attached or related to the same are also in consideration of actions that can be taken whether severe or not.

Our policies reflect what is significant to us and support our values and code of conduct. Fosgro treats violations of our policies severely. Consequences may include a warning or even the termination of employment, depending on how serious the transgression was

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