Conflict Of Interest Policy

Purpose

The purpose of this policy is to ensure that employees act in the best interest of Wharton Sustainable Solutions and avoid situations where personal interests may influence business decisions.

Scope

This policy applies to all employees of Wharton Sustainable Solutions.

Policy

Employees are expected to perform their duties honestly, fairly, and in the best interest of the Company.
A conflict of interest arises when an employee's personal, family, financial, or business interests affect, or appear to affect, their ability to make impartial business decisions.
Employees must:

- prevent actual or potential conflicts of interests;
- promptly notify their Reporting Manager of any such conflict;
- not misappropriate Company assets or information for personal gain;
- eschew involvement in decisions, where he has a personal interest;
- do not accept gifts, benefits or enter into favours which may influence business decisions;
- obtain approval before engaging in any outside employment or business activity that may conflict with Company interests.

Disclosure

Any actual or potential conflict of interest should be reported to the Reporting Manager immediately upon identification.
Management will determine the disclosure and any appropriate action. All disclosures will be treated confidentially and documented where necessary.

Non-Compliance

Failure to comply with this policy or failure to disclose a conflict of interest may result in disciplinary action.

Exceptions

Any exception to this policy requires prior written approval from the Managing Director.

Signed by **CEO/MD**

Shadab Ahmed Ghazaly