

# CONFLICTS OF INTEREST WHAT SHOULD YOU DO?

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Read the new Rule on Conflicts of Interest



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**Be transparent!**

**Declare the situation to your line management and discuss possible solutions together.**

*Form available on Reflex Règle REG-GR-DJ-012*

**Your Compliance Officer can help you.**



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Compliance**

# CONFLICTS OF INTEREST KNOW HOW TO IDENTIFY THEM

You may face one of the following situations:

- ▶ You or one of your close relations hold an interest in a company that happens to be a client, competitor or supplier of the Group.
- ▶ You are part of the selection process in a call for tender and you or one of your close relations know one of the bidders personally.
- ▶ You are part of the decision making process on allocation of subventions, and you or one of your close relations are a member of an association soliciting such subvention from the Group.
- ▶ ...or any situation that might affect your objectivity.

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**YOU MIGHT BE IN A SITUATION  
OF CONFLICT OF INTEREST**  
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