

CONFLICT OF INTEREST



National Engineering Services Pakistan (Pvt) Limited is committed to upholding the highest standards of ethical business conduct and expects the same from its employees, JV Partners, contractors, sub-contractors and others. At large, we all have a responsibility to act in the best interests of the Company and the Country at all times.

Conflict of interest exists when one has divided loyalties such that one has a direct or indirect personal interest in a transaction or matter such that it might reasonably appear to affect the decision that one exercises on behalf of the Company, influence one's actions, or lead one to cast-off corporate business interests.

- a) We expect our employees to be free from influences that conflict with the best interests of the corporation or might deprive **NESPAK** of their undivided loyalty in business dealings. Even the appearance of a conflict of interest where none actually exists can be damaging and should be avoided.
- b) An employee must perform/act in a fair and impartial manner in all professional dealings and must place the interests of the Company over personal interests in matters that relate to **NESPAK**.
- c) Every employee is likely to avoid financial, business, or other transactions that might conflict or appear to conflict with the interests of the Company.
- d) An actual conflict of interest does not need to be present to constitute a violation of the code of conduct; however, employee is supposed to evade activities that results in a conflict of interest.
- e) Solicitation or acceptance of gifts, favors, loans, or preferential treatment from any person or entity that does business or seeks to do business with us.
- f) Solicitation of contributions to any charity or for any political candidate from any person or entity that does business or seeks to do business with us.
- g) Taking personal advantage of corporate opportunities.
- h) Conducting business transactions with a family member or a business in which an employee has a significant financial interest.
- i) Sharing confidential information to gain personal benefits or to facilitate others or to those who have no need to know.
- j) An employee is not allowed to do second jobs outside **NESPAK** as it creates loyalty issues and results in conflict and one's ability to execute functions effectively at workplace.

NESPAK encourages its employees to examine the situation on individual level and to execute good judgment, exercise common sense and to make sound decisions to access if a conflict exists.