



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.

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



**Think
Compliance**

CONFLICTS OF INTEREST WHAT SHOULD YOU DO?

Read the new Rule on Conflicts of Interest



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.



**Think
Compliance**