

Conflict of Interest Policy

At Aerco NW Electrical Pty Ltd, we are committed to maintaining the highest levels of integrity, transparency, and trust. Conflicts of interest, whether real or perceived, can undermine these values and compromise the company's reputation. This policy reflects our dedication to identifying, managing, and eliminating any conflicts of interest that could impact our operations, stakeholders, or employees.

Our Commitment to Integrity

- **Zero Tolerance for Conflicts of Interest:** We do not permit any form of conflict of interest that may compromise the company's integrity or operations.
- **Guidelines for Identification:** Clear criteria and examples help employees recognize potential conflicts of interest, including inappropriate relationships with suppliers, misuse of company information, and competing interests.
- **Compliance and Disclosure:** Employees are required to disclose any potential or actual conflicts of interest promptly to their supervisor or manager.
- **Transparent Management:** All reported conflicts are reviewed objectively, and appropriate actions are taken to mitigate risks to the company.
- **Accountability:** Employees are held responsible for avoiding and addressing conflicts of interest in line with company policy and expectations.

Our Objectives

- To maintain trust and integrity in all dealings by identifying and eliminating conflicts of interest.
- To ensure that all employees act in the best interests of Aerco NW Electrical and its stakeholders.
- To foster a transparent workplace where potential conflicts are addressed proactively and professionally.
- To protect the company's resources, information, and reputation from misuse or compromise.
- To provide employees with clear guidelines for recognizing, disclosing, and managing potential conflicts of interest.

A Shared Responsibility

At Aerco NW Electrical, avoiding conflicts of interest is a collective responsibility. All employees, contractors, and stakeholders are expected to:

- Disclose any potential conflicts promptly and in writing.
- Act in the best interest of the company and avoid situations that may compromise its integrity.
- Seek guidance from managers or supervisors if unsure about a situation that could present a conflict of interest.
- Maintain confidentiality and ensure that company resources and information are used solely for legitimate business purposes.

We take pride in fostering a culture of transparency and integrity. By adhering to this policy, Aerco NW Electrical ensures that all operations are conducted ethically and in alignment with the company's values.