

Conflicts of Interest policy


A conflict of interest occurs when a person's personal interests conflict with their responsibility to act in the best interests of the business. Personal interests include direct interests as well as those of family, friends, or other organisations a person may be involved with or have an interest in (for example, as a shareholder). It also includes a conflict between a board member's duty to OnSite Support and another duty that the board member has (for example, to another company). A conflict of interest may be actual, potential or perceived and may be financial or non-financial.

These situations present the risk that a person may make a decision based on, or affected by, these influences, rather than in the best interests of the business and must be managed accordingly.

If the board has a reason to believe that a person subject to the policy has failed to comply with it, it will investigate the circumstances.

If it is found that this person has failed to disclose a conflict of interest, the board may take action against them to mitigate the risk to the company.

This policy extends to board members who are also required to disclose conflicts of interest to other board members and a whistleblowing policy exists should employees discover conflicts of interest at board level which have not been disclosed.



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Date:

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**Warren Lynes,
Managing Director**

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