

3. CONFLICT OF INTEREST

Employees' private interest should not interfere with the interest of the Company. Therefore, they should not:

- a. personally endorse MRSGL to engage in business transactions with relatives or friends or companies controlled by them. Should a need for their services arise, the employee must disclose to management any relationship that they may have prior to endorsement;
- b. receive monetary favors, gifts, bribes, or kickbacks from a third party as a result of their position in MRSGL; and
- c. engage in personal business transactions that will interfere with their work. However they may engage in outside work after office hours such as teaching, lecturing, or writing, provided that such activities shall not in any manner:
 - i. Interfere or affect the efficient performance of their duties and responsibilities;
 - ii. Compete with the business of MRSGL or be interpreted by others as conflicting with MRSGL's interest;
 - iii. Involve the use of MRSGL's confidential information; or
 - iv. Bring MRSGL into discredit or cause adverse criticism.