



CONFLICT OF INTEREST POLICY

The purpose of this Conflict of Interest Policy is to establish guidelines and procedures to identify, disclose, and manage conflicts of interest that may arise among employees, officers, board members, and other individuals associated with K.J. Precision Industries Sdn Bhd. This policy is designed to ensure that the best interests of the organization are upheld and that decisions are made with integrity and transparency.

1. Definition of Conflict of Interest

- 1.1. A conflict of interest occurs when an individual's personal interests or relationships could compromise their objectivity, independence, or ability to make decisions in the best interests of the organization. Conflicts of interest can arise in various forms, including financial, personal, or professional.

2. Disclosure of Conflicts

- 2.1. All employees, officers, and board members are required to promptly disclose any actual or potential conflicts of interest to HR department.
- 2.2. Disclosure should include any financial interests, relationships, or affiliations that may reasonably be expected to give rise to a conflict of interest.

3. Review and Evaluation

- 3.1. HR shall review all conflict of interest disclosures to determine whether a conflict exists.
- 3.2. If a conflict is identified, HR will assess the significance of the conflict and determine the appropriate course of action.

4. Management of Conflicts

- 4.1. To manage conflicts of interest, HR may consider the following options:
 - 4.1.1. Full Disclosure: The conflicted individual may be required to disclose the conflict to relevant parties before participating in any decision or transaction.
 - 4.1.2. Recusal: In cases of significant conflicts, the conflicted individual may be asked to recuse themselves from any discussion, vote, or decision related to the matter.
 - 4.1.3. Conflict Resolution Plan: In some cases, a formal conflict resolution plan may be developed to manage the conflict, which may include establishing safeguards or oversight mechanisms.
 - 4.1.4. Termination of Relationship: In extreme cases where the conflict cannot be effectively managed, the organization may consider terminating the relationship with the conflicted individual.

5. Annual Disclosure

- 5.1. All individuals subject to this policy shall provide an annual disclosure of any potential conflicts of interest, even if there have been no changes since the last disclosure.
- 5.2. The annual disclosure should be submitted to HR by end of the year.

6. Confidentiality

6.1. All conflict of interest disclosures and related discussions will be treated with the utmost confidentiality, except as required by law or as authorized by the affected individual.

7. Training and Education

7.1. The organization will provide training and educational resources to ensure that employees, officers, and board members understand the importance of identifying and managing conflicts of interest.

8. Recordkeeping

8.1. The organization will maintain a record of all conflict of interest disclosures and related actions taken to manage conflicts.

9. Policy Review

9.1. This Conflict of Interest Policy will be reviewed periodically to ensure its continued relevance and effectiveness. Any necessary updates or revisions will be communicated to all relevant stakeholders.

By adhering to this Conflict of Interest Policy, K.J. Precision Industries Sdn Bhd is committed to maintaining the highest standards of integrity, transparency, and accountability in all its activities.



ER CHIN KOK
MANAGING DIRECTOR

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