



Our Commitment to Avoiding Conflict Of Interest

A conflict of interest arises when an individual's private interests may interfere with their professional obligations. Though the situation may not involve nor imply any wrong-doing or inappropriate activities, a conflict of interest situation may compromise or be perceived as compromising the Polarcus Core Values or Commitments

We are expected to avoid any actual or apparent conflict of interests between our own private affairs and the affairs of the company and shall strive to identify all perceived conflicts of interest and then manage or if possible eliminate the conflict of interest.

The company directors, management and employees must disclose their outside professional activities and any financial interests in outside entities that they and their immediate family members may hold which may have affect or cause to have effect on the business of the Company.

Polarcus must seek to protect itself and its employees from any of the following allegations:

1. Advancement of associates as a result of outside interests
2. Compromise of appropriate controls in the conduct of business with the risk of harming people, environment, property or reputation.
3. Exploitation for personal gain.
4. Practicing unfair access to information or technology.
5. Use of company resources for personal gain.