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# Conflict of Interest Policy





### 1. Purpose

Prevent employees from engaging in activities that conflict with the company's business interests.

### 2. Scope

Applies to all employees, contractors, and consultants of Silk Mile.

### 3. Rules

- Employees must not engage in business with competitors, clients, or suppliers outside company duties.
- Employees must not use confidential information for personal gain.
- Gifts above a nominal value must be declared and approved by HR/management.

### 4. Disclosure

- Employees must disclose conflicts immediately to HR.
- Undeclared conflicts may result in termination.

### 5. Compliance

Violations may lead to disciplinary action up to termination and legal proceedings.