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|--|------------------------------------|----------------------------|
|  | <b>DECLARATION<br/>OF INTEREST</b> | Reference No: POL-023      |
|  |                                    | Effective Date: 30/08/2019 |
|  |                                    | Revision: 1                |
|  |                                    | Document Type: Policy      |

**EMPLOYEE DECLARATION (to be completed by every employee)**

**1. Declaration of conflict of interest**

In order to avoid any conflict of interest between an employee's other business interests and that of Nkgwete, it is necessary for the purposes of good corporate governance, that employees declare their private business interests, interest in other business organisations or private work. Please be explicit about possible conflicts of interest, i.e. amount of time involved, competing business activities, etc.

Please Ensure Completion of Form

**Please note:** this form has to be completed by every employee even if your response is "No". The form has to be resubmitted every time that a change in private business interests, interest in other business organisations or private work, occurs.

**Do you have any other business interests?**

Please tick relevant box:      YES ☐      NO ☒

If **YES**, please provide the relevant information in the table below.

Note: if you are involved in more than one organisation/business, then list each of these

organisations/businesses separately and provide details on the nature of your interests in them.

**Declarations of Interest Captured:**

**No Declaration Captured**

**Initial: 'lludolph'**



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### 2. Code of Conduct

I declare that I have familiarised myself with the Nkgwete Code of Conduct and that I commit myself to adhere to the values and principles contained in it.

#### 1.1.1 EMPLOYEE

Name & Surname:  
'.\$name.'

Date:  
2020-02-27

Signature:

A handwritten signature in black ink, appearing to be 'L. L.' or similar, written in a cursive style.

#### 1.1.2 WITNESS

Name & Surname:  
Manqoba Masina

Date:  
2020-02-27

Signature:

A handwritten signature in black ink, appearing to be 'Manqoba Masina', written in a cursive style.

Initial: 'lludolph'

