

What do we need to do?

Everyone who works for or represents Australia Post or one of its group companies (APG) has a responsibility to:

- ✓ avoid situations or actions that create, or may be perceived to create a conflict of interest, or situations that may interfere with the exercise of sound judgement
- ✓ avoid decisions and decision-making processes that may generate personal gain, or a gain for an immediate family member or a close personal friend, and
- ✓ inform a manager, supervisor or another appropriate person where a conflict of interest exists or may be inferred.



Our goal

We want to identify conflict of interest situations and act appropriately and ensure that decision making is, and is seen to be, impartial, objective and free from competing self-interest, prejudice and favouritism.

Suspect a conflict of interest?

It must be reported to a manager. They will then assess and evaluate it, decide upon an appropriate response and notify the Risk & Compliance team.

If assistance is required in identifying an appropriate response to a conflict, please contact your HR representative, Risk & Compliance or Legal.

What do you need to do?

Persons covered by this policy are obliged to avoid any business interest, outside activity or relationship, financial or otherwise, which might:

- ✓ adversely affect or influence (or be perceived to adversely affect or influence) sound judgement
- ✓ affect your ability to perform your duties or services, or
- ✓ adversely affect APG's brand or reputation.

If your judgement is compromised, it could be a conflict of interest.

All potential breaches of this policy (including people with contractual interests) will be investigated and APG will take appropriate action.

