

Personal conflict of interest disclosure form

Confidential – to be sent to the Ethics and HR Officers

1. Information about the person making the disclosure

- Last name:
- First name:
- Position/role:
- Entity/Site:
- Work email:

2. Description of the situation

Describe as precisely as possible the situation that you consider to be an **actual, potential, or apparent conflict of interest**:

(E.g., relationship with a supplier, family connection to a candidate, ownership of shares in a partner company, etc.)

3. Nature of the relationship or interest in question

Please check the appropriate box(es):

- Family/marital/friendship relationship
- Financial or capital interest
- External professional commitment or activity (town hall, associations, etc.)
- Responsibility in an impacted process (purchasing, recruitment, etc.)
- Other (please specify):

4. Your analysis of the situation

Do you think this connection could:

- Influence your objectivity?
- Call into question the expected decision?
- Damage the reputation or interests of Seafrigo Group?
- Be perceived as inappropriate by a third party?

Add any comments you deem useful:

5. Preventive measures considered (if applicable)

- Voluntary abstention from any decision-making role
- Request for temporary withdrawal from the case in question
- Transfer to another employee/committee
- Other (please specify):

6. Signature

I agree to cooperate in dealing with this situation.

Place:

Date:

Signature:

7. Section reserved for use by the HR department/Ethics Officers

- Date of receipt:
- Person responsible for processing:
- Analysis of the conflict: Real Potentiel Apparent Not applicable
- Corrective measures / adopted management plan:

- Follow-up/archiving:
 Yes No ————— File reference: