LIRUZAN
CONSULTING

CONFLICT OF INTEREST POLICY

Effective Date
25/05/2026

1. Purpose

Liruzan Consulting is committed to conducting business with integrity, independence, transparency, and professionalism. This policy aims to identify, disclose, and manage actual, potential, or perceived conflicts of interest.

2. Scope

This policy applies to:

Directors
Owners
Employees
Contractors
Consultants
Business partners acting on behalf of Liruzan Consulting

3. Definition

A conflict of interest exists where personal, financial, business, or other interests could improperly influence professional judgement, objectivity, or decision-making.

4. Examples of Conflicts

Examples include:

- Financial interests in a client or supplier
- Personal relationships influencing business decisions
- Receiving gifts or benefits that may influence judgement
- Acting for competing parties where confidentiality or independence may be compromised

5. Disclosure Requirements

All actual or potential conflicts of interest must be disclosed to management as soon as they arise.

6. Management of Conflicts

Liruzan Consulting may:

- Implement safeguards
- Restrict involvement in certain engagements
- Obtain informed client consent
- Decline or terminate engagements where conflicts cannot be appropriately managed.

7. Confidentiality

All confidential information obtained during engagements must be protected and may not be improperly disclosed or used.

8. Compliance

Failure to comply with this policy may result in disciplinary or contractual action.