

## CONFLICT OF INTEREST POLICY

This document outlines our policy for Conflicts of Interest, including additional scope that the policy applies to, where appropriate.

### OUR PURPOSE

Our purpose is to:

- ❖ conduct our business operations and affairs with honesty and integrity, engage in ethical decision making, being legally compliant and acting consistently with good corporate governance and community standards.
- ❖ operate in an ethical manner by ensuring conflicts of interest are actively managed.
- ❖ ensure that all employees do not allow their external, personal or financial interests or their duties to any external entity compromise their duties, obligations and responsibilities to BUMA.

### OUR OBJECTIVES

To achieve our purpose, we will:

- ❖ ensure all employees (including directors) are aware of their obligations concerning conflicts of interest.
- ❖ provide a mechanism for employees to declare any actual, perceived or potential conflict of interest.
- ❖ investigate and determine whether a conflict of interest arises, and identify any further actions required to address the conflict and prevent reoccurrence (where possible).
- ❖ ensure any conflict of interest declarations and investigations are fair, transparent, accountable, free from bias and confidential, to ensure privacy and prevent misuse of information.
- ❖ undertake regular reviews of this policy and the Standard to ensure effectiveness.
- ❖ maintain a record of all conflict of interest declarations and actions taken under this policy and the Standard.

These objectives are supported by the following documents:

- Conflict of Interest [Standard](#) and [Procedure](#)
- [Conflict of Interest Declaration and Management Form](#)
- [Code of Conduct Policy](#)
- [Anti-Bribery and Corruption Policy](#)
- [Speaking Up Policy](#)

BUMA does not tolerate victimisation or reprisals against persons who report suspected conflicts of interest. BUMA will ensure active protection of those reporting a conflict of interest.

**Barry Mckeown**

Interim CEO BUMA Australia

Endorsed: 01 March 2026