

Version History

Version	Version Date	Revision Summary	Author / Policy Owner
1.0	27 th November, 2018	Development of the Policy	Compliance Department

Note: This document will be reviewed annually by the policy owner. It will also be amended on an ad hoc basis in response to any changes in the legal, regulatory and operating environment. Changes that are miscellaneous in nature can be made where required by the policy owner. Material changes will be then submitted for approval at the next Audit & Risk Committee (“**ARC**”) and Board of Directors (“**BOD**”) meeting.

Disclaimer: The content of this document is strictly confidential and no information regarding this policy or procedure must be disclosed to an external party without the written approval from the policy owner.

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1. **Purpose and Policy Objectives:**

GFH Financial Group B.S.C. (“GFH” or “the Bank”) as a provider of a wide range of financial services faces potential and actual conflicts of interest. Managing these conflicts of interest effectively is essential to protect GFH and its clients and to support the Bank’s vision of becoming the most trusted financial partner. The purpose of the Conflicts of Interest Policy (“the Policy”) is to enable GFH’s Executives to identify and prevent or manage conflicts of interest according to the core value of integrity and high corporate governance standards.

2. **Scope of the Policy:**

This Policy sets out the guidelines for conflict of interest requirements as per Bahrain’s regulatory requirements and industry’s best standards. This policy is applicable to all Executives of GFH across all business lines.

For the purpose of this Policy:

“**GFH**”: GFH Financial Group B.S.C., its subsidiaries and affiliated companies.

“**Executive**”: For the purpose of this policy includes members of the Board, senior management and all other employees of GFH.

“**Approved Persons**”: Persons undertraining certain functions which require the Central Bank of Bahrain’s approval prior to their appointment. These functions (also called controlled functions) include, but not limited to, Board Members and those occupying executive positions.

3. **Handling conflicts of interest:**

3.1. **Identifying conflicts of interest:**

The first step in being able to protect GFH and its clients from being adversely affected by a conflict of interest is to understand what a conflict of interest is. To identify a conflict of interest, consideration should be given to whether GFH or any of its executives:

- Is likely to make a financial gain or avoid a loss, at the expense of a client;
- Has an interest that is different from the client in relation to:
 - the outcome of a service provided; or
 - a transaction carried out on behalf of the client.
- Has a financial or other incentive to favor the interest of one client or group of clients over the interests of another client;
- Conducts the same business as the client;
- Receives, or will receive, a benefit (monetary and/or non-monetary) from a third party in relation to a service provided to a client that is likely to impair the ability to act in the best interest of the client. Consideration should be given to the nature and scale of the benefit.

These conflicts of interest may arise in the following general situations:

- Conflicts between GFH and its clients;
- Conflicts between clients or groups of clients;
- Conflicts between employees and clients;

- Conflicts between any member of the Board of Directors, any member of the Executive Board, or employees and GFH;

To protect GFH and its clients' interests, we all have a collective responsibility to identify any potential or actual conflict of interest that could adversely affect GFH and/or its clients, including conflicts arising from the Bank's specific investment and services. The Compliance Department is available for advice in cases of doubt.

3.2. Preventing and managing conflicts of interest:

It is an integrated part of GFH's culture to prevent conflicts of interest and, where they cannot be prevented, to manage them appropriately. For each conflict of interest, consideration will need to be given on how best to manage it to the appropriate level to protect GFH and/or its affected client(s). GFH manages conflicts of interest through combinations of controls and procedures.

4. Avoidance of Conflict of Interest:

Each Executive must make every practicable effort to avoid any possible conflict between his personal business affairs and the Bank. It is the Board and Senior Management's responsibility to implement and ensure full compliance with the GFH's Conflict of Interest Policy.

Any decisions to enter into transactions, under which approved persons would have conflicts of interest, should be formally and unanimously approved by the full board. Best practice would dictate that an approved person must:

- Not enter into competition with the Bank;
- Not demand or accept substantial gifts from the Bank for himself or connected persons;
- Not misuse the Bank's assets;
- Not use the Bank's privileged information or take advantage of business opportunities to which it is entitled, for himself or his associates;
- Absent themselves from any discussions or decision-making that involves a subject where they are incapable of providing objective advice, or which involves a subject or (proposed) transaction where a conflict of interest exists.

5. Board of Directors Roles and Responsibilities:

The Board of Directors has a responsibility to ensure that GFH has adequate policies and guidelines to avoid to the extent possible any conflicts of interest between the Bank and any member of the Board of Directors, any member of the Executive Board and any other employee of the Bank.

In the event a conflict arises at the Board level of GFH for a deal/transaction, the following measures are to be taken:

Prior to the Board meeting:

- 1- Prior to approving any deal/transaction, the conflicted Member must complete the Conflict of Interest Reporting Form (refer Annexure 2) and submit it to the Board Secretary;

- 2- The Board Secretary will circulate the completed form to GFH's Board for consideration and to notify them of the presence of a conflict with regards to that deal/transaction;
- 3- The Board in absence of the conflicted Member/Members will discuss/consider the details of the deal/transaction and resolve its decision. In the case of a board resolution to be approved by circulation (via email), the conflicted Board member should not be marked or copied on the email and if copied, the replies/responses by other Board members should be directly sent (one-on-one) to the Board secretary.

Post the Transaction:

- 1- The deal/transaction must be reported in GFH's Financial Statements;
- 2- The deal/transaction must be disclosed to all shareholders in the AGM pack at GFH's next shareholders' meeting for ratification;
- 3- The deal/transaction must also be disclosed in GFH's annual report for the subsequent year end.

6. Disclosure of Conflict of Interest:

Each Executive must disclose to the Bank in writing of any conflicts of interest immediately as they arise. Board members must abstain from voting on the matter in accordance with the relevant provisions of the Commercial Companies Law. This disclosure must include all material facts in the case of a contract or transaction involving the Executive. The Executive must understand that any approval of a conflict transaction is effective only if all material facts are known to the authorizing persons and the conflicted person did not participate in the decision and that such information must be disclosed in the annual report.

The Bank must disclose to its shareholders in the Annual Report any abstention from voting motivated by a conflict of interest and must disclose to its shareholders any authorization of a conflict of interest contract or transaction in accordance with the Commercial Companies Law.

7. Gifts and Hospitality:

GFH has a clear set of rules that apply to all Executives for giving and accepting gifts and hospitality. This is designed to prevent or manage potential conflicts of interest and to ensure that the Bank always acts with integrity in its interactions with clients and other business partners. To protect the reputation of the Bank and its Executives, the Board of Directors has approved a Gift Policy which sets out the responsibilities, limits and guidance with respect to Gifts. Please refer to GFH Gift Policy for full details.

8. Employment of Relatives of Approved Persons:

Section 5 of GFH's Recruitment Policy outlines the Policies on the 'Employment of Relatives' and is applicable to all Executives of GFH and its subsidiaries. The Chief Executive Officer/ Head of Human Resources must disclose to the Board of Directors on an annual basis the names and positions of all employees who are relatives of the Approved Persons. Furthermore, the details of the Employment of Relatives of Approved Persons and the Policy summary are to be disclosed in the Annual Report.

9. Insider Trading:

All executives must read and understand GFH Insider Trading Policy which aims to ensure that insiders are fully aware of the legal and administrative requirements regarding their holdings and dealings in GFH's securities. Furthermore, all executives must sign the 'Insider Declaration' as part of the induction pack when first joining GFH.

10. Identification and Reporting of Conflicts of Interest:

It is the responsibility of all Executives to identify Conflict of Interest Risks:

- Executives must always be mindful of Conflict of Interest risks when considering new contracts or business relationships;
- Potential Conflicts of Interest can arise in relation to awarding of contracts by the Bank or any of its investment entities. Any interests or relationships which exist between Executives should be identified and disclosed to the Compliance Department in order to manage these potential conflicts appropriately;
- Executives of GFH are required to annually sign a declaration disclosing, to the best of their knowledge, any actual, perceived or potential conflict that may exist or arise; (Please refer to the Conflict of Interest Declaration Form for Board Members in Annexure 1 and Annexure 2 for other employees);
- As for Board Members, as and when a conflict arises, they must complete and submit a Conflict of Interest Reporting Form (Annexure 2) to the Board Secretary in accordance with Section 5 of this Policy.