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Conflict of Interest Policy

1. Purpose:

The purpose of this Conflict of Interest Policy is to establish guidelines and procedures to identify, disclose, and manage conflicts of interest to ensure that the business and affairs of We Care 24x7 Ltd ("the Company") are conducted with integrity and in the best interest of our clients, employees, and stakeholders.

2. Definition of Conflict of Interest:

A conflict of interest arises when an individual's personal interests or activities interfere or appear to interfere with the individual's ability to act in the best interest of the Company.

3. Covered Individuals:

This policy applies to all employees, contractors, consultants, and members of the Board of Directors of We Care 24x7 Ltd.

4. Types of Conflicts of Interest:

Examples of conflicts of interest may include, but are not limited to:

- Financial interests in a supplier, competitor, or client of the Company.
- Outside employment that interferes with an employee's ability to fulfill their duties.
- Family or personal relationships that may compromise impartiality.

5. Duty to Disclose:

All covered individuals have a duty to promptly disclose any actual or potential conflicts of interest to their supervisor, manager, or the designated Conflict of Interest Officer.

6. Disclosure Process:

a. Covered individuals shall complete and submit a Conflict of Interest Disclosure Form when they become aware of any potential or actual conflict. b. The Conflict of Interest Officer will review the disclosures, discuss them with the individual if necessary, and determine appropriate steps to manage or mitigate the conflict.

7. Managing Conflicts of Interest:

a. Upon disclosure, the Conflict-of-Interest Officer may develop a plan to manage or mitigate the conflict, such as modifying work assignments, recusal from decision-making, or other appropriate measures. b. The Conflict-of-Interest Officer may seek advice from legal counsel or other experts when necessary.

8. Confidentiality:

All disclosures and discussions related to conflicts of interest will be treated with the utmost confidentiality, to the extent permitted by law.

9. Annual Reviews:

The Company will conduct annual reviews to remind covered individuals of their obligations under this policy and to identify any changes in circumstances that may result in new conflicts of interest.

10. Consequences of Non-Compliance:

Violations of this Conflict of Interest Policy may result in disciplinary action, up to and including termination of employment.

11. Reporting:

Any employee who becomes aware of a potential violation of this policy is obligated to report it to their supervisor, manager, or the designated Conflict of Interest Officer.

12. Review and Amendments:

This policy will be reviewed periodically and updated as necessary. Amendments may be made with the approval of the Board of Directors.

13. Acknowledgment:

All covered individuals are required to acknowledge receipt and understanding of this Conflict of Interest Policy upon commencement of employment and annually thereafter.