



Conflicts of Interest

Gilston employees and consultants must avoid conflicts of interest at all times. An employee or consultant has a conflict of interest when his or her private or business activities conflict with the interests of the Company. Gilston, however, expects employees and consultants to avoid even the *potential* for a conflict of interest and therefore prohibits employees and consultants from entering into any relationship that may prevent an employee or consultant from performing his or her duties faithfully and objectively. Therefore:

- No Gilston employee or consultant may benefit financially from their employment with the Company over and above or in addition to the terms and conditions of their employment or consulting agreement with Gilston.
- No Gilston employee or consultant may benefit financially from their relationships with Gilston's subcontractors, suppliers, vendors, customers, or other third parties who do business with Gilston.

Any perceived conflict of interest must be disclosed below:

Name of employee or consultant

Date of Form

Please Circle One:

1. The following conflicts, or potential conflicts of interest, exist, as defined in the Gilston Electric Code of Conduct:

2. Employee has no conflicts of interest, or potential conflicts of interest, as defined in the Gilston Electric Code of Conduct.

Signed (Employee or Consultant)

Signature of Gilston Representative Witness
