

	Dor Group	Conflict of Interest Policy	
		Version: 1.0	Procedure No.: 01-01-15
Chapter: 01- Organization and management	page 1 of 3	Updated on: 30/07/2023	
Subsection: 01 Company policy			

Date	Change	Edit (name, role)	Approval (name, title)	Version
30/07/2023	New SOP	Anat Halimi, HR Manager	Dr. Ran Avidov – QC and QA Manager	1.0

Conflict of Interest Policy

1. Purpose

The purpose of this Conflict of Interest Policy at Dor Chemicals Ltd is to establish guidelines and procedures to identify, prevent, and manage conflicts of interest within the organization. It ensures that employees act in the best interests of the company and avoid any personal interests or associations that may interfere with their duties.

2. Definition of Conflict of Interest

A conflict of interest refers to any situation in which an employee's personal interests or relationships may compromise or have the appearance of compromising their objectivity, loyalty, or decision-making in the best interest of the company. Examples of conflicts of interest include financial interests, personal relationships, or involvement in outside activities that may influence the employee's judgment or create a perception of bias.

3. Disclosure Requirements

All employees of Dor Chemicals Ltd and its subsidiaries have an obligation to promptly disclose any actual, potential, or apparent conflicts of interest to their supervisor. The disclosure should include all relevant details regarding the conflict, such as the nature of the conflict, parties involved, and any potential impact on the company's operations or reputation. Timely and transparent disclosure is essential to address conflicts effectively.

4. Evaluation and Assessment

Upon receiving a disclosure of a conflict of interest, the supervisor, in consultation with the Ethics Officer will evaluate and assess the situation. They will determine the seriousness and impact of the conflict and consider the potential risks to the company's interests. This evaluation will guide the appropriate course of action to manage and mitigate the conflict.



Date	Change	Edit (name, role)	Approval (name, title)	Version
30/07/2023	New SOP	Anat Halimi, HR Manager	Dr. Ran Avidov – QC and QA Manager	1.0

5. Mitigation and Management

To mitigate and manage conflicts of interest, various actions may be taken, including but not limited to recusal from decision-making processes, restructuring of responsibilities, seeking independent advice, implementing safeguards, or, in some cases, refraining from engaging in the conflicting activity altogether. The goal is to ensure that decisions and actions are made in the best interest of the company, free from personal biases or influences.

6. Consequences of Non-Compliance

Non-compliance with this policy, such as failing to disclose a conflict of interest or taking improper advantage of one's position, may result in disciplinary actions, which can include verbal or written warnings, suspension, termination, or legal actions, as deemed appropriate based on the severity and impact of the violation.

7. Training and Education

Dor Chemicals Ltd is committed to providing training and educational programs to employees to raise awareness about conflicts of interest. These programs will highlight the importance of identifying, disclosing, and managing conflicts of interest effectively. Employees will be equipped with the knowledge and tools necessary to make informed decisions and act in the best interest of the company.

8. Review and Updates

This policy will be periodically reviewed and updated to ensure its alignment with applicable laws, regulations, and organizational needs. Any necessary revisions will be made to address emerging risks, changing business practices, or evolving industry standards.

9. Effective Date

This policy is effective from the date of implementation and applies to all employees of the Dor Chemicals Ltd.



Date	Change	Edit (name, role)	Approval (name, title)	Version
30/07/2023	New SOP	Anat Halimi, HR Manager	Dr. Ran Avidov – QC and QA Manager	1.0

10. Sources For Additional Information

- Dor Chemicals Ltd Employee Handbook

Please note that this policy is always evolving with the times, and Dor Chemicals Ltd encourages employees to stay updated and seek guidance from their supervisors or the Ethics Officer in case of any questions or concerns regarding conflicts of interest.