

CONFLICT OF INTEREST POLICY EURO-MED LABORATORIES PHIL., INC.

Conflict of interest policies address situations and circumstances in which an employee's personal interests are - or can appear to be - in conflict with the Corporation's interest, which may deter or influence from acting in the best interest of the Corporation.

If a conflict of interest or appearance of a conflict of interest develops, the matter shall be divulged in writing to the Board, immediate superior, Human Resources or the Office of the Compliance Officer. The report shall indicate a brief description of the conflict, the date when the Board, or immediate superior, Human Resources and the Office of the Compliance Officer were notified, and the action taken on the conflict. Such Director, Officer or employee should not participate in, or in any way seek to influence, any negotiations, or decisions pertaining to the transaction, which is the subject of interest.

Under the Corporation's Conflict of Interest Policy, the following illustrates the type of situation that will fall within the scope of the said Policy :

- Acting as official of, or as advisor to, any governmental agency which has regulatory or supervisory power over Euro-Med;
- Owning a financial interest in a company that is a supplier, customer, competitor or distributor of Euro-Med;
- Being a member of the Board of Directors, Advisory Board or similar body of a company that is in a similar market or industry as Euro-Med;
- Owning a financial interest in a company other than a supplier, customer, competitor or distributor of Euro-Med;

- Having other sources of income from business or company other than a supplier, customer, competitor or distributor of Euro-Med;
- Receiving any form of compensation from a supplier, customer, competitor or distributor of Euro-Med;
- Having a personal interest or potential for gain in any Company transactions;
- Serving as Director, Trustee, Officer or Consultant in a charitable, volunteer, or civic organization which has a business relationship with Euro-Med;
- Employment of, or (co-)ownership by, a family member of a supplier, customer, competitor or distributor of Euro-Med;
- Family member acting as official of, or as advisor to, any governmental agency which has regulatory or supervisory power over Euro-Med; and
- Family member owning a financial interest in a company that is a supplier, customer, competitor or distributor of Euro-Med

A Director shall not use his position to make profit or to acquire benefit or advantage for himself and/or his related interests.

No Director, Officer or employee shall use the Corporation's facilities, materials, intellectual properties, vehicles, equipment and supplies for his or another party's personal purpose.

Euro-Med's Conflict of Interest policy is applied to all regular employees, officers and directors of Euro-Med, including consultants/project hires seconded to or engaged on a full-time basis by Euro-Med.