

# Conflicts of interest policy

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## 1. Introduction

As stipulated in the Company's terms and conditions, this document provides further information about our conflicts of interest policy.

### 1.1. Object and scope

In accordance with European Directive 2014/65/EU of 15 May 2014 on markets in financial instruments ("MiFID II"), as well as the legislation of Luxembourg and Belgium relating to governance, the Company has undertaken to maintain and operate effective organisational and administrative arrangements with a view to taking all reasonable steps designed to identify, monitor and manage the aforementioned potential conflicts of interest.

This policy describes how the Company fulfils its obligations in practice relating to management of the conflicts of interests that are inherent to its activities. This policy fulfils the Company's general obligation to act with integrity and fairness towards its clients and stakeholders. This policy covers conflicts of interest other than those relating to the Company's client activity.

The purpose is to set out the approach and procedure employed to:

- Identify conflicts of interest;
- Develop and revise the appropriate methods for managing such conflicts of interest;
- Keep records of the aforementioned potential or recognised conflicts of interest;
- Put in place procedures to be followed with a view to reporting any conflicts of interest;
- Define a procedure to be followed in case of a breach of this policy.

The Company reserves the right to amend or add to this policy at any time.

This policy concerns all private and professional clients as well as eligible counterparties.

### 1.2. Implementation

This updated version of the policy comes into force within the Company once adopted by the Board of Directors and the management of the Company.

## 2. CapitalatWork Foyer Group's approach to conflicts of interest

### 2.1. Identifying conflicts of interest

According to the MiFID II directive, a conflict of interest arises in one of the Company's areas of activity in the form of the provision of a service to its clients likely to favour the Company (or another client in whose name the Company is acting) while potentially impacting, in a significant and negative manner, another client, towards which the Company has obligations.

A potential conflict of interests arises when the Company (or any person connected with the Company, including a Group company):

- Is likely to make a financial gain (or avoid a loss) to the detriment of its clients;
- Has an interest in the outcome of the service provided to its client that differs from the interests of its client;
- Receives a financial or other bonus to promote the interests of one client to the detriment of another;
- Is engaged in the same commercial activity as a client;
- Receives money, goods or services from a third party within the context of services provided to a client other than the standard fees or commission.

The Company has carried out a thorough analysis aimed at identifying any conflicts of interest present in its commercial activity and has implemented measures that the Company deems appropriate for these conflicts of interest that are intended to monitor, manage and limit the potential impact of the conflicts of interest in question on its clients. The following specific conflicts of interest have been identified:

- Conflicts of interest between clients and the Company when their respective interests differ with regard to a particular outcome;
- Conflicts of interest between the private interests of Company employees and the interests of the Company or its clients when such interests differ;
- Conflicts of interest between clients with differing interests.

### 2.2. Scenarios identified

The scenarios identified below create or potentially create a conflict of interest within the context of portfolio management, financial analysis and execution of orders:

- Using the Group's products within the context of portfolio management;
- Engaging in transactions with related parties that are not in the Company's interests;
- Trading, in a personal capacity, financial instruments that the Company offers to its clients and trades on their behalf;
- Acting as agent for several clients in a transaction (e.g. subscribing to an initial public offering);

- Using the results of the financial analysis carried out on behalf of the client in order to favour certain portfolios under management;
- Company or Group employees taking advantage of the financial analysis carried out on behalf of the client to improve their personal financial situation;
- Using one intermediary over another where this is not in the interests of the client as required by the best execution policy;
- Immediately executing private orders for Company or Group employees or the orders of clients within the context of the portfolios under management before executing the orders of the client received for this purpose;
- Simultaneously engaging in paid activities for one or more entities other than the Company;
- Receiving and offering benefits/incentives contrary to the Company's gift policy;

The Company maintains an up-to-date map of potential conflicts of interest.

### **2.3. Management of conflicts of interest**

The Compliance department monitors the identification and management of conflicts of interest to ensure compliance with this policy.

The measures adopted by the Company aimed at managing conflicts of interest are summarised below. The Company believes them to be in keeping with the efforts required to reasonably ensure, for each potential conflict of interest identified, impartial measures to avoid any significant risk of adversely affecting the interests of its clients.

The measures adopted by the Company to promote management of the conflicts of interest identified generally fall under one of the following categories:

#### **Organisation**

The Company has implemented appropriate segregation between roles and its activities.

#### **Policies and procedures**

The Company has adopted internal policies and procedures aimed at managing the conflicts of interest identified. These policies and procedures are subject to the usual processes of oversight and review.

#### **Chinese Walls**

The Company has established procedures to control and prevent flows of information between the Company's entities when the interests of clients of one entity are likely to conflict with the interests of clients of another entity within the Company or with those of the Group.

#### **Separation of supervision and operations**

The Company undertakes to separate, if necessary, the supervision of persons who carry out transactions for clients whose interests may conflict or if the interests of clients may conflict with those of the Company. The Company has also taken measures to avoid the simultaneous or consecutive involvement of any person in separate departments or activities, if the aforementioned involvement is likely to hinder the effective management of conflicts of interest.

#### **Communication**

In the absence of any other means of managing a conflict of interest or when the Company considers that the measures implemented do not sufficiently protect the interests of clients, the Company notifies the clients of the conflict of interest to enable them to make an informed decision on whether or not to continue their relationship with the Company.

#### **Refusal to act**

When the Company believes that it is unable to otherwise manage the conflict of interest, the Company reserves the right to refuse to act on behalf of a client.

#### **Updating of the conflict of interest policy**

The Company revises the conflicts of interest policy on an annual basis and takes the appropriate measures in case of any deficiency.

#### **Records of services or activities that gave rise to a potential conflict of interest**

The Company maintains a register of activities for which a conflict of interest arose. The register is available from the Compliance department.

### **2.4 Procedures to be followed with a view to reporting any conflicts of interest**

This policy applies to all employees of the Company. When they are or have been confronted by a conflict of interest, employees must quickly and without prompting notify their line managers of the conflict of interest in question. The line manager, when the conflict of interest is considered acceptable in light of this policy, formally authorises it after notifying the Compliance department and recording it in the register. If the Compliance department considers it necessary, it can report this conflict of interest to the authorised management of the Company.

Authorised members of management and of the board of directors subject to a conflict of interest shall quickly and without prompting notify, respectively, the authorised management or the board of directors of it. Any such members shall recuse themselves and not participate in decision-making that causes a conflict of interest for them or that prevents them from deciding objectively and independently.

For further information about the Company's conflicts of interest policy, please consult your usual contact.

### **3 Definition of terms used in this policy**

The "Company" means all the legal entities of CapitalatWork Foyer Group established in Belgium and the Grand Duchy of Luxembourg, as well as their subsidiaries and branches.

"CapitalatWork Foyer Umbrella" means the open-ended investment funds (SICAV)/undertakings for collective investment in transferable securities (UCITS) and closed-ended investment funds created, supported and managed by the Company.

"Clients" means the natural and legal persons to which the Company provides investment services.

"Client mandate" means the policies, instructions, restrictions and specific risk tolerance associated with the exposure to the investments within the context of the management mandate by which each client is bound to the Company.

"Controls" means the organisational and supervisory policies and procedures developed, concluded and implemented by the Company with the aim of managing and monitoring the conflicts of interest defined in this policy.

"Employees" means the directors, managers and employees of the Company.

"Financial securities" means the units, financial bonds, UCITS and other financial instruments governed by the MiFID II directive.