

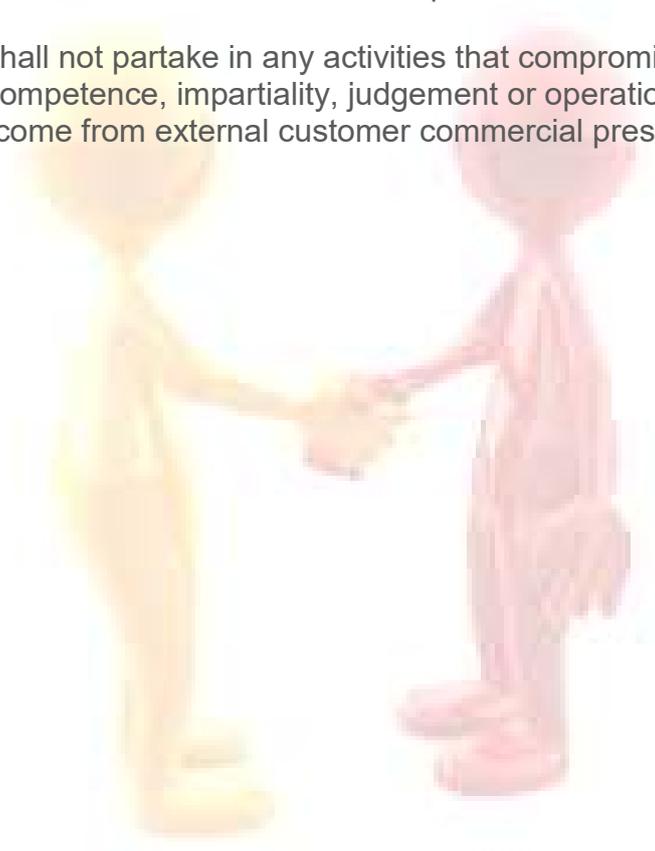


Pavetech Laboratory

CONFLICT OF INTEREST POLICY

INTEGRITY

- I Pavetech laboratory is a 3rd party laboratory that allows us to operate under no internal undue commercial pressure.
- II Staff shall not partake in any activities that compromise the confidence in its competence, impartiality, judgement or operational integrity that could come from external customer commercial pressure.



Gordon Hayward
Laboratory Manager