



GUIDELINE

CONFLICT OF INTEREST MANAGEMENT POLICY

IMPORTANT

This document serves as a guideline to assist FSPs to develop processes and procedures for Conflict-of-Interest Management.

The requirement for Conflict-of-Interest management is applicable to all FSPs, there are specific requirements for FSP's who do have representatives.

The guideline provides the regulatory framework and examples which aims to assist FSP's understand their obligations in terms of managing Conflict of Interest. Implementation of Conflict-of-Interest procedures and processes must be unique, personalised and customised to the specific business and activities of the FSP.

It is the responsibility of the FSP to adapt, customise and verify the contents to the user's specific needs and circumstances. Masthead cannot be held responsible for any loss whatsoever arising from the use of this document.

FSP ACTION PLAN

Section 3A of the FAIS General Code of Conduct has been amended **effective 26 December 2020**, whereby the scope of requirements for Conflict of Interest have been altered and expanded to include a more principle-based approach. It is critical for all FSPs to adopt these changes into their Conflict-of-Interest Policy, that related processes and procedures be updated, and staff training is updated.

Step 1: Determine which parts of the policy are applicable to your FSP by determining if your FSP does or does not have representatives. If your FSP does not have representatives, then you do not have to adopt the sections of this policy which are applicable to representatives but keep in mind that it is still applicable to you as the FSP.

Step 2: The Key Individual or Responsible person must:

- a) Review Sections 1 – 6 and identify the sections that are applicable to your FSP.
- b) Update and customise Sections 1 – 6 (including any applicable annexures) to ensure that your FSPs details and specific duties, depending on financial interest, remuneration structure are representatives included.

Step 3: Customised Conflict of Interest Policy to be signed off by the FSP.

Step 4: FSP must share the updated policy with staff or other persons who require updated training for Conflict of Interest.

Step 5: Implement policy and use the Conflict-of-Interest register. You do not have to implement a new Conflict of Interest register or format but must make sure that the register you are using is fit for purpose and is appropriate to capture, monitor and report on all Conflict-of-Interest situations.

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1. Introduction

In terms of the Financial Advisory and Intermediary Services Act, 2002, *Globalwise Financial Services CC* (“the FSP”) is required to maintain and operate effective organizational and administrative arrangements with a view to taking all reasonable steps to identify, monitor and manage Conflict of Interest (“COI”). Section 3A(2)(a) of the FAIS General Code of Conduct (“GCOC”) stipulates that every financial services provider, other than a representative, must adopt, maintain and implement a conflict-of-interest management policy that complies with the provisions of the Act.

2. Purpose

The purpose of this policy is to comply with these obligations and provide for mechanisms in place to identify, mitigate and manage the conflicts of interest to which the FSP is a party. In addition, to ensure alignment between the values of the organization and the conduct of its people by safeguarding clients’ interests and ensuring the fair treatment of clients.

The FSP is committed to ensuring that all business is conducted in accordance with good business practice. To this end, the FSP conducts business in an ethical and equitable manner and in a way that safeguards the interests of all stakeholders to minimise and manage all real and potential conflicts of interests. Like any financial services provider, the FSP is potentially exposed to conflicts of interest in relation to various activities. However, the protection of our clients’ interests is our primary concern and so our policy sets out how:

- we will identify circumstances which may give rise to actual or potential conflicts of interest entailing a material risk of damage to our clients’ interests.
- we have established appropriate structures and systems to manage those conflicts; and
- we will maintain systems to prevent damage to our clients’ interests through identified conflict of interest.

To achieve the objectives set out above, this policy sets out the rules, principles, and standards of the FSPs COI management procedures, by documenting them in a clear and understandable format.

3. Scope of application

This policy is applicable to the FSP, all providers of the FSP, key individuals, representatives, associates, and administrative personnel. The FSP is committed to ensuring compliance with this policy and the processes will be monitored on an ongoing basis.

Any non-compliance with the policy will be viewed in a severe light. Non-compliance will be subject to disciplinary procedures in terms of FAIS and employment conditions and can ultimately result in debarment or dismissal as applicable.

Avoidance, limitation, or circumvention of this policy via an associate will be deemed non-compliance.

BUSINESS MODEL:

FSP, GLOBALWISE FINANCIAL SERVICES CC, IS LICENSED AS AN AUTHORIZED FINANCIAL SERVICES PROVIDER AND CURRENTLY HAS 9 STAFF MEMBERS IN SERVICE: 1 KEY INDIVIDUAL: CHRISTIAN MOOLMAN, 4 REPRESENTATIVES: CHRISTIAN MOOLMAN, PETRA MOOLMAN, VICTOR MOOLMAN AND IGNUS VAN ROOYEN, 5 SUPPORT STAFF MEMBERS: ELMARIE ESPLIN, MARLEEN HEYMANS, JUDY OLIVIER, RIANZA BESTER AND MELANIE GROENENSTEIN APPOINTED ON A PERMANENT BASIS.

FSP has adopted the COI policy and noted the content thereof.

FSP has done the following training with all our staff members:

- Read the COI policy, Version 1: 3 Nov 2021
- Attended Masthead Webinar/video : 8 Sept 2021
- Complete COI and Remuneration Course: 8 Sept 2021
- Read the COI policy, Version 2, 2 Nov 2022
- Attended Masthead Webinar/video: Oct 2022
- Complete COI and Remuneration Course : Oct 2022

4. UNDERSTANDING CONFLICT OF INTEREST

4.1 WHEN IS IT A CONFLICT OF INTEREST?

A COI means any situation in which the FSP or one of our representatives has an actual or potential interest that may, in rendering a financial service to our clients -

- influence the objective performance of obligations to that client; or
- prevents us from rendering an unbiased and fair financial service, or
- prevents us from acting in the interests of that client.

An “actual or potential interest” includes but is not limited to:

- A **financial interest**, which includes any cash, cash equivalent, voucher, gift, service, advantage, benefit, discount, domestic or foreign travel, hospitality, accommodation, sponsorship, valuable consideration, other incentive, or valuable consideration which exceeds R1000 per calendar year.¹
- An **ownership interest** which means any equity or proprietary interest and any dividend, profit share or similar benefit derived from that equity or ownership interest.
- Any **relationship with a third party**, meaning any relationship with a product supplier, other FSP's, an associate of a product supplier or an associate of the FSP. A third party also includes any other person who, in terms of an agreement or arrangement, provides a financial interest to the FSP or its representatives.
- An **immaterial financial interest**, which is any financial interest with a determinable monetary value, the aggregate of which does not exceed R 1 000 in any calendar year from the same third-party in that calendar year received by –
 - a provider who is a sole proprietor; or
 - a representative for that representative's direct benefit.
 - a provider, who for its benefit or that of some or all its representatives, aggregates the immaterial financial interest paid to its representatives.

4.2 WHAT TYPE OF INTEREST MAY WE GIVE AND RECEIVE?²

The FSP and our representatives may only offer to and receive specific financial interests from a third party³, which includes the following:

1. Commission as authorised under the Long-term Insurance Act (52 of 1998), the Short-term Insurance Act (53 of 1998) and the Medical Schemes Act (131 of 1998).

¹ Financial Interest excludes an ownership interest and Training, that is not exclusively available to a selected group of providers or representatives where that training is related to products and legal matters relating to (1) those products, (2) General financial and industry information, (3) Specialised technological systems of a third party necessary for the rendering of a financial service, but excluding travel and accommodation associated with that training and (4) qualifying enterprise development contribution to a qualifying beneficiary entity.

² It is important to note that where the same legal entity is a product supplier and FSP, this section does not apply to the representatives of that entity. That entity is subject to the requirements set out in sections 4.4 of this report (FAIS GCOC S3A(1)(b) and 3A(1)(bA) in respect of its representatives.

³ FAIS GCOC S3A. FAIS GCOC S1 “third party” means a product supplier, another provider, associate of a product supplier or a provider, a distribution channel and any person who in terms of an agreement or arrangement with a person referred to previously provides a financial interest to a provider or its representatives.

2. Fees as authorised under the Long-term Insurance Act (52 of 1998), the Short-term Insurance Act (53 of 1998) and the Medical Schemes Act (131 of 1998).
3. “Other fees” specifically agreed to by the client and which can be stopped by the client at their discretion but only if agreed in writing with the client, including details of the amount, frequency, payment method and recipient of those fees, as well as the details of services to be provided in exchange for the fees.
4. Fees or remuneration for services that were rendered to a third party.
5. An immaterial financial interest.
6. Any other financial interest not mentioned above for which a consideration, fair value or remuneration that is reasonably commensurate is paid by that provider or representative, at the time of receiving that financial interest.

4.3 ON WHAT BASIS MAY THE WE GIVE AND RECEIVE FINANCIAL INTERESTS?

The financial interest referred to in points 2, 3, and 4 above may only be offered or received by the FSP or its representatives, if:

- The financial interests are proportionate (reasonably commensurate) to the service being rendered, considering the nature of the service, the resources, skills, and competencies that are reasonably required to perform it.
- The payment of those financial interests does not result in the FSP, or representative being remunerated more than once for performing the same service.
- Any actual or potential conflicts between the interests of clients and the interests of the person receiving those financial interests are effectively mitigated; and
- The payment of those financial interests does not impede the delivery of fair outcomes to clients.

4.4 FINANCIAL INTERESTS FOR REPRESENTATIVES OF THE FSP

The FSP may not offer any financial interest to a representative of that FSP –

- For giving **preference to a specific product** of a product supplier, where a representative **may recommend more than one product of that product supplier** to a client.
- For giving preference to a **specific product supplier**, where a representative may recommend more than one product supplier to a client
- That is determined with reference to the **quantity of business**, without also giving due regard to the delivery of fair outcomes for clients.

In relation to delivery of fair outcomes for clients, the FSP must demonstrate that a determination of a representative's entitlement to a financial interest,

- Achievement of minimum **service level standards** in respect of clients
- Delivery of **fair outcomes** for clients; and
- **Quality** of the representative's **compliance with the FAIS Act**.

The measurable indicators are agreed in writing between the FSP, and its representative and sufficient weight (significance) are attached to these indicators to materially mitigate the risk of the representative(s) giving preference to the quantity of business secured for the FSP over the fair treatment of clients.

The FSP does not offer a sign-on bonus⁴ to any person, other than a new entrant⁵, as an incentive to become a provider authorised or appointed to give advice.

The way in which the FSP remunerates its representatives and complies with these requirements, is set out in section 6 of this policy.

⁴ This requirement is only applicable to CAT I providers that are authorised to give advice. Refer to the definitions section of this policy.

⁵ A person who has never been authorised as a financial services provider or appointed as a representative by any financial services provider.

5. Processes and Internal Controls to manage Conflict of Interest

5.1 IDENTIFICATION OF CONFLICT OF INTEREST

To adequately manage COI, the FSP must identify all relevant conflicts timeously. In determining whether there is or may be a COI to which the policy applies, the FSP considers whether there is a material risk of unfair treatment or bias for the client, taking into account whether the FSP or its representative, associate or employee:

- is likely to make a financial gain, or avoid a financial loss, at the expense of the client;
- has an interest in the outcome of a service provided to the client or of a transaction carried out on behalf of the client, which is distinct from the client's interest in that outcome.
- has a financial or other incentive to favour the interest of another client, group of clients or any other third party over the interests of the client.
- receives or will receive from a person other than the client, an inducement in relation to a service provided to the client in the form of monies, goods or services, other than the legislated commission or reasonable fee for that service.

Our policy defines possible conflict of interest or examples of conflict of interest as, inter alia,
-

[Describe in your own words /provide examples of COI situations that may be identified or related to the FSP]

- *between the FSP and the client.*
- *between our clients if we are acting for different clients and the different interest's conflict materially.*
- *where associates, product suppliers, distribution channels or any other third party is involved in the rendering of a financial service to a client.*
- *storing confidential information on clients which, if we would disclose or use, would affect the advice or services provided to clients.*

All employees, including internal compliance officers and management, are responsible for identifying specific instances of conflict and are required to notify the Key Individual of any conflicts they become aware of. The Key Individual will assess the implications of the conflict and how the conflict should be managed, acting impartially to avoid a material risk of harming clients' interests.

5.2 MEASURES FOR AVOIDANCE AND MITIGATION OF CONFLICT OF INTEREST

To ensure that the FSP can identify, avoid, and mitigate COI situations, the FSP creates awareness and knowledge of applicable stipulations, through training and educational material. Where a COI situation cannot be avoided, these instances are recorded on the FSP's conflict of interest register.

The FSP ensures the understanding and adoption of the FSP's conflict of interest policy and management measures by all employees, representatives, and associates through training on the COI policy.

The **Key Individual** will assess each conflict, including whether the conflict is actual or perceived, what the value of the conflict or exposure is and the potential reputational risk. Compliance and management then agree on the controls that need to be put in place to manage the conflict. Once a conflict of interest has been identified it needs to be appropriately and adequately **managed and disclosed**, in line with the below steps.

5.3 MEASURES FOR MANDATORY DISCLOSURE OF CONFLICT OF INTEREST

Where there is no other way of managing a conflict, or where the measures in place do not sufficiently protect clients' interests, the conflict must be disclosed to allow clients to make an informed decision on whether to continue using our service in the situation concerned.

In all cases, where appropriate and where determinable, the monetary value of non-cash inducements will be disclosed to clients. The Key Individual will ensure transparency and manage conflict of interests. The client must be informed on the Conflict-of-Interest Policy and where they may access the policy.

5.4 MEASURES TO PROMOTE ETHICAL STANDARD OF SERVICE DELIVERY

5.4.1 SERVICE STANDARDS TO CLIENTS:

- Be responsive to clients inquiries, and act with a sense of urgency.
- Be transparent about our policies and procedures, and consistent in the way we implement them.
- Take responsibility for our mistakes, and hold our team accountable.
- Show empathy for each client's situation, and personalize the experience to their specific needs.
- Go above and beyond to solve the client's problem, and always strive for client delight.

- Stay positive and friendly during client conversations, no matter how difficult.
- Be available when clients need you, and clearly communicate when and how they can reach you.
- Be reachable on multiple channels: office phone, cell phone, email, WhatsApp, sms.

5.4.2 TCF (Treating Customers Fairly)

- Show flexibility, empathy and consideration to our clients.
- Never over promise and under deliver...give the client what they paid for.
- Never take advantage of the client.
- Offer the client the best product you can.
- Handle claims promptly and fairly.
- Resolve complaints as quickly as possible.
- Show flexibility, empathy and consideration towards your client.

5.4.3 ADHERENCE TO COMPLIANCE

- Service must be aligned with required compliance delivery: SLA, ROA, FNA, etc.
- Stay on track with changing laws and regulations.
- Involve specialists and product providers to stay on track.
- Ensure employees follow procedures.
- Schedule regular internal audits.
- Use the right software.
- Staff agreements are aligned to the COI policy.
- Christian and Petra Moolman will be active involved to monitor every possible incident that may lead to COI.
- Every employer will receive their updated COI policy via email annually.

5.5 ONGOING MONITORING OF CONFLICT-OF-INTEREST MANAGEMENT

The key individual or staff member in charge of supervision and monitoring of this policy will regularly monitor and assess all related matters. The FSP will conduct *ad hoc* checks on business transactions to ensure the policy has been complied with.

The **Compliance Officer** will include monitoring of the Conflict-of-Interest policy as part of his/her general monitoring duties and will **report thereon in the annual compliance report**.

This policy shall be **reviewed annually and updated if applicable**. The compliance function is outsourced to an external Compliance company with no shareholding in this FSP. The Compliance practice functions objectively and sufficiently independently of the FSP and monitors the process, procedures, and policies that the FSP has adopted to avoid conflicts of interest.

5.6 TRAINING AND STAFF

Comprehensive training on the Conflict of Interest is provided to all employees and representatives as part of specific and/or general training on the FAIS Act and GCOC. Training will be incorporated as part of all new appointees' induction. Ongoing and refresher training on the FSP's Conflict of Interest management processes and policy is provided on an annual basis.

6. REGISTERS

Regarding existing third-party relationships, being the product suppliers listed in our Contact Stage Disclosure letter, *[we confirm that there are no circumstances which could lead to a potential conflict of interest]*. Should any conflicts arise about any of these, prior to entering any business transaction with you, we undertake to disclose these in the registers below.

All gifts, financial interest, immaterial financial interest, and any other COI situations as outlined in this policy, must be recorded in the FSP's COI register, attached as Annexure A.

7. Remuneration Policy

This section of the Policy specifies the type of and the basis on which a representative of the FSP will qualify for a financial interest that the FSP offers and motivates how that financial interest complies with the requirements of this policy.

Our remuneration policy is...

KEY INDIVIDUAL: monthly salary

REPRESENTATIVES: commission, service fees on short term (some Santam and some Safire policies: R50 – R75 per policy pm, advice fees on Health Services Benefits (Momentum Health: R49 – R144 pm). SERVICE FEES / ADVICE FEES: explain to clients the purpose thereof : for administration costs, fuel costs, extra advice and intermediary services, clients have to sign and give their permission on the application form next to the fee applicable.

OFFICE ASSISTANTS: fixed salary without benefits + R40 for appointments that lead to new business.

As independent advisers our representative always have to quote on 3 to 4 different product suppliers' products and then the client has to choose the product most suitable.

Globalwise Financial Services does not offer any financial interest to our representatives.

We obtain MORE THAN 30% OF COMMISSION from the following product providers: Sanlam Glacier (Investments Wrap Funds), Santam & Old Mutual Insure (Short Term), Momentum Health & Discovery Health (Health Services Benefits), Old Mutual & Momentum (Risk, Long Term), Investec (Long and short term deposits).

Globalwise Financial Services does not have any shareholding with another company.



The FSP carries out regular inspections on all commissions, remuneration, fees and financial interests proposed or received in order to avoid non-compliance. This includes but is not limited to:

- *{e.g., Analysis of Management Information to identify trends and outliers}*
- *{e.g., TCF client feedback program results assessments/review}*
- *{e.g., Compliant trend analysis}*

8. Annexures

Annexure A – Conflict of Interest Register

Type	Date Received	From	To	Reason	Value	Approved?	Approver	Sign
Choose an item.						Yes/No		
Choose an item.						Yes/No		
Choose an item.						Yes/No		
Choose an item.						Yes/No		
Choose an item.						Yes/No		
Choose an item.						Yes/No		
Choose an item.						Yes/No		
Choose an item.						Yes/No		

We take pride therein that our advice is objective and free of external influence, but wish to disclose to you, our valued client, that we have received the following financial interests and wish to disclose the value and the reason for receiving the financial interests.

Annexure B – Policy adoption and version control

Date	Version	Detail of change or amendment	Person	Signature
3/11/2021	1	New COI policy, client interviews	C Moolman	C Moolman
2/11/2022	2	New COI policy, ethical standards	C Moolman	C Moolman

Policy owner: Globalwise Financial Services

[Christian Moolman will be responsible for supervision and monitoring of this policy as well as the process to be followed e.g., inspection of new business transactions, client interviews, discussion with product providers, etc.]

Annexure C – Additional Definitions

Associate

(a) In relation to a natural person, means–

- (i) a person who is recognised in law or the tenets of religion as the spouse, life partner or civil union partner of that person.
- (ii) a child of that person, including a stepchild, adopted child and a child born out of wedlock.
- (iii) a parent or stepparent of that person.
- (iv) a person in respect of which that person is recognised in law or appointed by a Court as the person legally responsible for managing the affairs of or meeting the daily care needs of the first mentioned person.
- (v) a person who is the spouse, life partner or civil union partner of a person referred to in subparagraphs (ii) to (iv);
- (vi) a person who is in a commercial partnership with that person.

(b) in relation to a juristic person–

- (i) which is a company, means any subsidiary or holding company of that company, any other subsidiary of that holding company and any other company of which that holding company is a subsidiary.
- (ii) which is a close corporation registered under the Close Corporations Act, 1984 (Act No. 69 of 1984), means any member thereof as defined in section 1 of that Act.
- (iii) which is not a company, or a close corporation as referred to in subparagraphs (i) or (ii), means another juristic person which would have been a subsidiary or holding company of the first-mentioned juristic person–
 - (aa) had such first-mentioned juristic person been a company; or
 - (bb) in the case where that other juristic person, too, is not a company, had both the first-mentioned juristic person and that other juristic person been a company.
- (iv) means any person in accordance with whose directions or instructions the board of directors of or, in the case where such juristic person is not a company, the governing body of such juristic person is accustomed to act.

(c) in relation to any person–

- (i) means any juristic person of which the board of directors or, in the case where such juristic person is not a company, of which the governing body is accustomed to act in accordance with the directions or instructions of the person first-mentioned in this paragraph.

(ii) includes any trust controlled or administered by that person.

Fair Value

Has the meaning assigned to it in the financial reporting standards adopted or issued under the Companies Act, 61 of 1973?

FSC

Means the Financial Sector Code published in terms of section 9(1) of the Broad-Based Black Economic Empowerment Act, (Act 53 of 2003), as amended from time to time

Distribution channel means

- a) Any arrangement between a product supplier or any of its associates and one or more providers or any of its associates in terms of which arrangement any support or service is provided to the provider or providers in rendering a financial service to a client.
- b) Any arrangement between two or more providers or any of their associates, which arrangement facilitates, supports, or enhances a relationship between the provider or providers and a product supplier.
- c) Any arrangement between two or more product suppliers or any of their associates, which arrangement facilitates, supports, or enhances a relationship between a provider or providers and a product supplier.

New Entrant

Is a person who has never been authorised as a financial services provider or appointed as a representative by any FSP.

No-claim bonus means

Any benefit that is directly or indirectly provided or made available to a client by a product supplier if the client does not claim or does not make a certain claim under a financial product within a specified period.

Measured Entity

Has the meaning assigned to it in the FSC insofar it relates to a qualifying enterprise development contribution?

Qualifying Beneficiary Entity

Has the meaning contemplated in the FSC insofar as it relates to a qualifying enterprise development contribution?

Qualifying Enterprise Development Contribution

Has the meaning assigned to it in the FSC?

Sign-On Bonus means

- (a) any financial interest offered or received directly or indirectly, upfront or deferred, and with or without conditions, as an incentive to become a provider; and
- (b) a financial interest referred to in paragraph (a) includes but is not limited to—
 - (i) compensation for the—
 - (aa) potential or actual loss of any benefit including any form of income, or part thereof; or
 - (bb) cost associated with the establishment of a provider's business or operations, including the sourcing of business, relating to the rendering of financial services; or
 - (ii) a loan, advance, credit facility or any other similar arrangement.