

# Conflict of Interest

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→ Tell Ethics & Compliance if you have any other jobs outside of Noble or any personal connections (past or present) with companies Noble evaluates, contracts with, or manages.

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→ Disclose significant financial investments you have directly made in oil & gas companies or companies you work with, other than Noble, to Ethics & Compliance.

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→ Get your managers approval for any non-Noble-work activities that require time or attention during your Noble work hours.

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→ A perceived Conflict of Interest is no different than an actual Conflict of Interest.

An illustration of a man and a woman in an office setting. The man is sitting at a white desk, wearing a white shirt and blue tie, working on a laptop. The woman is standing next to him, wearing a yellow shirt and grey pants, holding a blue folder labeled "CONTRACT DOCUMENTS". The background shows a stylized city skyline.

**NAVIGATE  
WITH INTEGRITY**