

CONFLICTS OF INTEREST POLICY

1. POLICY STATEMENT

All employees of [COMPANY NAME] are required to perform the duties and activities of their position with the highest level of integrity and independence, in a professional and ethical manner. They must also ensure that they avoid or eliminate any conflict of interest or situation that could reasonably be perceived as a conflict of interest and immediately report it to their manager.

Although this policy details certain behaviours that may lead to a conflict of interest or the appearance of a conflict of interest, it is impossible to anticipate all situations that could lead to one. Employees may also inadvertently find themselves in a situation that leads to or could be perceived as a conflict of interest. These situations must also be disclosed.

Compliance with this policy is a condition of employment. Failure to comply with these provisions may result in disciplinary action, up to and including termination of employment.

2. SCOPE

This policy applies to all employees of [COMPANY NAME], as well as contractual third parties or partners doing business with the company. All are expected to abide by the provisions of this policy that are reasonably applicable to them.

3. ACTION OR BEHAVIOURS TO AVOID

Below, you will find some situations, behaviours or events that should be avoided at all costs by employees, managers or other contractual third parties doing business with the company.

3.1 PERSONAL INTEREST

Employees must ensure that no conflict exists or could appear to exist between their personal interests and those of [COMPANY NAME], potential competitor, customer, partner, vendor, supplier or other business entity in which you have a direct or indirect financial interest.

Employees must not:

- Take part in or attempt to influence any [COMPANY NAME] decision or any business dealings with a current or potential competitor, customer, partner, vendor, supplier or other business entity in which you have a direct or indirect financial interest
- Use the premises, equipment, supplies or services of other employees of [COMPANY NAME] to promote their personal interests;
- Use confidential information for their personal benefit during or after employment with [COMPANY NAME];
- To be in a position where they could benefit directly or indirectly from a [COMPANY NAME] business transaction (e. g. supplier of goods or services, contract, license or partnership);

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**California. Department of Fair
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Managing conflicts of interest: a how-to guide for public pharmaceutical-sector committees in low- and middle-income countries World Health Organization, 2022-09-23 A Practitioner's Guide to Conflicts of Interest in the Financial Services Industry Dick Frase, Robert W. Helm, Martin James Day, 2012 This title examines in a practical manner the complex law and regulations that now exist in the United Kingdom the United States of America and various other important jurisdictions concerning the concept of conflicts of interest and how the principles have been applied in the financial services industry

Conflict of Interest, Emergency Gas Sales, and Other Internal Procedures of the Federal Power Commission United States. Congress. House. Committee on Interstate and Foreign Commerce. Special Subcommittee on Investigations, 1975 **Manual of Instructions, Conflict of Interest Law (personal Financial Disclosure), AS 39.50** , 1989 Manual of Instructions, AS 39.50, Conflict of Interest Statements , 1987 **Avoiding Conflicts of Interest at the National Institutes of Health** United States. Congress. Senate. Committee on Appropriations. Subcommittee on Departments of Labor, Health and Human Services, Education, and Related Agencies, 2004 *Employee and Labor Relations Manual* United States Postal Service, United States Postal Service. Document Control Division, 2002 *Instruction Manual* Alaska Public Offices Commission, 1990 *ABA/BNA Lawyers' Manual on Professional Conduct* , 2002 *Manual of Practice in the Court of Session* Aeneas James George Mackay, 1893 Physician Compliance Implementation Manual Bill Dacey, 2001 **Foodservice Manual for Health Care Institutions** Ruby Parker Puckett, 2012-11-13 The thoroughly revised and updated fourth edition of Foodservice Manual for Health Care Institutions offers a review of the management and operation of health care foodservice departments This edition of the book which has become the standard in the field of institutional and health care foodservice contains the most current data on the successful management of daily operations and includes information on a wide range of topics such as leadership quality control human resource management product selection and purchasing environmental issues and financial management This new edition also contains information on the practical operation of the foodservice department that has been greatly expanded and updated to help institutions better meet the needs of the customer and comply with the regulatory agencies standards TOPICS COVERED INCLUDE Leadership and Management Skills Marketing and Revenue Generating Services Quality Management and Improvement Planning and Decision Making Organization and Time Management Team Building Effective Communication Human Resource Management Management Information Systems Financial Management Environmental Issues and Sustainability Microbial Chemical and Physical Hazards HACCP Food Regulations Environmental Sanitation and Pest Control Safety Security and Emergency Preparedness Menu Planning Product Selection Purchasing Receiving Storage and Inventory Control Food Production Food Distribution and Service Facility Design Equipment Selection and Maintenance Learning objectives summary key terms and discussion questions included in each chapter help reinforce important topics and concepts Forms

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