



# MenEngage Alliance

working with men and boys for gender equality

## CONFLICT OF INTEREST POLICY

August 2018

### Introduction

All employees, board of directors and representatives of MenEngage Global Alliance must sign and adhere to this Conflict of Interest Policy. This document is an effort to ensure a standard of ethics and accountability in line with our core principles and code of conduct among all member organizations (and) to others with whom we work.

Employees, Board Members and representatives of MenEngage Global Alliance must never allow themselves to be placed in a position where their personal interests are in conflict (or could be in conflict) with the interests of the organization.

Employees and Board Members of MenEngage Global Alliance must avoid any situation or activity that compromises, or may compromise, their judgement or ability to act in the best interest of the Organization. All Employees and Board Members must sign a formal, Conflict of Interest Statement. These statements should be signed by Employees and Board Members annually.

### Purpose/General Rule

The purpose of this policy is to provide guidance in identifying and handling potential and actual conflicts of interest involving MenEngage Global Alliance. In most instances, conflicts of interest can be avoided simply by continuing to exercise good judgment. MenEngage Global Alliance relies on the sound judgment of its employees, board and general members, and officers to prevent many such conflict situations. MenEngage Global Alliance is committed to the highest levels of integrity.

### **A. DISCLOSURE OF POTENTIAL CONFLICTS**

Employees of MenEngage Global Alliance are expected to conduct their relationships with each other, the organization, its members, partners and other institutions with objectivity and honesty. Employees must avoid and promptly disclose to MenEngage Global Alliance material information regarding any relationship, ownership or business interest (other than non-controlling investments in publicly-traded corporations), whether direct or indirect, that the employee or a member of his/her immediate family has with any person, or in any business or enterprise, that:

1. competes with the MenEngage Global Alliance; or
2. purchases or sells, or seeks to purchase or sell, goods or services to or from the Company.

If an appearance of impropriety or actual conflict of interest exist, appropriate actions must be taken, which will vary depending upon the particular facts. The employee involved in the conflict situation must work cooperatively with their manager to achieve a resolution of the conflict issues in the best interests of MenEngage Global Alliance. Depending upon the nature of the conflict, this may include the employee being removed from a position of decision-making authority with respect to the conflict situation or other more serious actions.

## **B. PROTECTIVE STEPS**

Upon disclosure of the information described above, MenEngage Global Alliance will take appropriate steps to protect against any actual or potential conflict of interest. Such steps may include:

1. requiring the employee or Board Member to refrain from being involved in any decisions made by MenEngage Global Alliance regarding its dealings with such person, business or enterprise; or
2. requiring the employee to refrain from being involved in any dealings on behalf MenEngage Global Alliance with such person, business or enterprise; or
3. Requiring the employee to dispose of his/her interest in such business or enterprise if he/she wishes to remain in MenEngage Global Alliance's employment.

## **C. GIFTS AND ENTERTAINMENT**

Any employees or directors or representatives of MenEngage Global Alliance may not receive or offer gifts, entertainment or anything else of significant value (e.g. financial payments, awards, loans, services, fees, etc.) for the purpose of influencing the action of MenEngage Global Alliance or of the recipient. This guideline is not intended to prohibit normal business practices, such as meetings over meals, corporate items given to participants in meetings and conferences, or token hosting gifts, as long as they are of nominal and reasonable value and promote the Alliance's interests.

## **D. INTERPRETATION**

This policy cannot describe all conflicts of interest situations that may arise involving MenEngage Global Alliance. Therefore, MenEngage Global Alliance employees, board of directors and representatives must use good judgment to avoid any appearance of impropriety. Appropriate circumstances may also justify exceptions to the application of the policy. The legal interpretation of the policy, in case needed, will be done in accordance of the legal jurisdictions of the District of Columbia, USA. If you have any questions about this policy or its application, please seek advice from the Director or Attorneys prior to entering into such transaction.