

# CONFLICT OF INTEREST POLICY

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## Introduction

The ProTerra Foundation is a non-for-profit organization and has a long-standing history and experience in promoting social and environmental sustainability in the food and feed supply chain and segregated non-GMO materials.

The Foundation envisages a world where all businesses contribute to the protection of biodiversity by e.g. switching to non-GMO production, conserve natural resources and ensure that workers and local communities are treated with dignity and respect.

ProTerra Foundation’s mission is to promote a global network of businesses that support more sustainable production practice in the food and feed supply chains, where relevant the conversion to non-GMOs and full respect of workers and communities’ dignity.

Companies face an increasing number of challenges. The ProTerra Standard has been developed to promote social and environmental sustainability through the food and feed supply chains, to support stakeholders in their efforts to continuously improve their day-to-day practices and to help businesses in engaging and implementing the concept of sustainable development.

## Scope

This policy covers persons who have a duty of loyalty to the Foundation. This includes members of the Board of Directors, the Secretariat or the staff. Also included are members of committees, consultants or advisory groups that have the authority to make decisions for the Foundation or recommendations to the Board regarding specific actions.

## Purpose and applicability

A conflict of interest is a situation in which a person, such as an employee, or a member of a committee, has a private or personal interest that may appear to influence the objective performance of his or her official duties.

A conflict of interest can be a private engagement outside employment, financial interests, family and personal relationships, gifts, meals, vacation and other favours.

The purpose of this policy is to protect the integrity of the decision-making process of the ProTerra Foundation when persons in a position to influence a decision have a private interest in the outcome of the decision. It is essential for the ethical operation of the Foundation and the protection of public confidence that the Foundation does not offer special treatment to any person because of that person's relationship with it. The Foundation must handle conflict of interest situations in a professional and ethical manner to avoid that conflicts of interest damage the personal reputation and that of the ProTerra Foundation.

## Principle

Employees are required to behave at all times to the best of their professional judgment for the sole benefit of the Foundation and to act in such a way that no conflict of interest or the appearance of such a conflict arises.

An employee should not enter into specific transactions or any relationship with others if their duty of loyalty and diligence to the Foundation is or could be compromised.

If the Foundation determines that a conflict of interest or appearance of such conflict exists, the employee may be asked to correct or remedy the situation immediately.

Employees who exercise a supervisory function are required to actively seek to avoid conflicts of interest in their area of responsibility, also in connection with ongoing or planned activities, to recognize and document conflicts of interest and to determine whether there is a conflict of interest, if any is reported.

## Breach of this policy

Breaches of our policies and guidelines or local laws will result in remedial, corrective or disciplinary actions up to and including termination of employment.

If you have any questions regarding ProTerra policies, please don't hesitate to contact us:

[info@proterrafoundation.org](mailto:info@proterrafoundation.org)