



CONFLICT OF INTEREST POLICY

Rationale

A conflict of interest can arise when a Board Member or staff takes an action or has an interest that may make it difficult for him or her to perform his or her work objectively and effectively. Conflict of interest may also arise when a Board Member or staff (or his or her family members) receives improper personal benefits as a result of an individual's position.

Saath Gramin Trust is a trust registered under Bombay Public Trust Act 1950.

There exists between Saath Gramin Trust and its Board, and Staff a fiduciary duty that carries with it the responsibility of administering the affairs of SGT to function honestly and prudently, and of exercising their best care, skill and judgment for the sole benefit of SGT. They shall exercise utmost good faith in all transactions involved in their duties, and they shall not use their positions with SGT or knowledge gained there-from for their personal benefit. The interests of the organization must have the first priority in all decisions and actions.

Principle

To adopt and implement policies and procedures to ensure that all conflicts of interest, or the appearance thereof, within the organization and the board are appropriately managed through disclosure, disqualification or other means.

Key Areas In Which Conflict May Arise

Conflicts of Interest may arise in the relations of Board and staff with any of the following third parties:

- Persons and firms from whom SGT leases property and equipment
- Donors and others supporting SGT.
- Agencies, organizations and associations that affect the operations of SGT.
- Family members, friends, and other staff of SGT.

Conflict Of Interest Policy

Any person (Board and Staff) who is authorized to take a decision on matters of interest relevant to the objectives of SGT, while exercising his / her authority, should ensure that his / her personal interest does not interfere in the decision-making process to avoid any conflict of interest. In case such a situation arises the person should either declare the conflict of interest to his / her superior or should withdraw from the decision-making process

Board Members and staff should endeavour

- To avoid situations that present a potential or actual conflict between their interest and the interest of the organization
- To ensure legal and ethical integrity of its decision-making and



- To make clear that no organization or individual benefits inappropriately because of a relationship with a staff of the organization

Persons Concerned

This is not only directed to Board members but to all staff who can influence the actions of SGT. For example, this includes all who make purchasing decisions, all other persons who might be described as “management personnel”, and all who have proprietary information concerning SGT.