



*"The mission of the Global Pest Management Coalition is to create a unified voice across the globe promoting the value of pest management in ensuring the protection of health, home, food and businesses."*

### **Global Pest Management Conflict of Interest Policy**

The purpose of this conflict-of-interest policy is to prevent the institutional or personal interests of the Global Pest Management Coalition (GPMC) Officers, Directors and volunteers, from interfering with the performance of their duties to GPMC, and to ensure that there is no personal, professional, or political gain at the expense of GPMC. This policy is not designed to eliminate relationships and activities that may create a duality of interest, but to require the disclosure of any conflicts of interest and the recusal of any interested party in a decision relating thereto.

A conflict of interest may exist when the interests or potential interests of any Officer, Director, or volunteer, or that person's close relative, or any individual, group, or organization to which the person associated with GPMC has allegiance, may be seen as competing with the interests of GPMC, or may impair such person's independence or loyalty to GPMC. A conflict of interest is defined as an interest that might affect, or might reasonably appear to affect, the judgment or conduct of any Officer, Director or Volunteer in a manner that is averse to the interests of GPMC.

#### **Examples**

A conflict of interest may exist if an Officer, Director or Volunteer, or close relative

- Has a business or financial interest in any third party dealing with GPMC. This does not include ownership interest of less than 5 percent of outstanding securities of public corporations.
- Holds office, serves on a board, participates in management, or is employed by any third party dealing with GPMC, other than direct funders to GPMC.
- Derives remuneration or other financial gain from a transaction involving GPMC
- explanation that GPMC policy does not permit the acceptance of gifts. No personal gift of money should ever be accepted.
- Engages in any outside employment or other activity that will materially encroach on such person's obligations to GPMC; compete with GPMC's activities; involve any use of

GPMC's equipment, supplies, or facilities; or imply GPMC's sponsorship or support of the outside employment or activity

### **Use of Information**

Directors, officers, and volunteers shall not use information received from participation in GPMC affairs, whether expressly denominated as confidential or not, for personal gain or to the detriment of GPMC.

### **Disclosure and Recusal**

Whenever any officer or director has a conflict of interest or a perceived conflict of interest with GPMC, he or she shall notify the board President of such conflict in writing.

After such disclosure of all material facts and after any discussion with the interested person, he or she shall leave the council meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board members shall determine if a conflict of interest exists.

When any conflict of interest is relevant to a matter that comes under consideration or requires action by council the interested person shall call it to the attention of the Chairman and shall not be present during the meeting or decision on the matter.

### **Violations of the Conflicts-of-Interest Policy**

If the Council has reasonable cause to believe a director has failed to disclose actual or possible conflicts of interest, it shall inform the individual of the basis for such belief and afford the director an opportunity to explain the alleged failure to disclose.

If, after hearing the director's response and after making further investigation as warranted by the circumstances, the Council determines the director has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.