

True Paleo Inc.



Policy Number: AD-TM-04

Policy Responsible Official: President, Vice President

Effective Date: 10-26-2023

Conflict-of-Interest Policy

Volunteers, employees, and members have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. This policy establishes only the framework within which True Paleo Inc. wishes its business to operate.

The purpose of these guidelines is to provide general direction so that volunteers, employees, and members can seek further clarification on issues related to the subject of acceptable standards of operation.

An actual or potential conflict of interest occurs when a volunteer, employee, or member is in a position to influence a decision that may result in personal gain of True Paleo Inc.'s business dealings. For the purpose of this policy, a volunteer, employee, or member is any person who is performing works, attending board meetings, involved in projects, or conducting research on behalf of True Paleo Inc. whether in a compensated or volunteer capacity.

No presumption of a conflict is created by the mere existence of a relationship with outside firms. However, if a volunteer, employee, or member has any influence on any material business transactions, it is imperative that he/she discloses to an officer of the organization as soon as possible the existence of any actual or potential financial or pharmaceutical conflict of interest, such as:

- Ownership
- Investment
- Compensation arrangement

This is so safeguards can be established to protect the Organization, all parties within the Organization, and parties or entities conducting business transactions, negotiations, or other arrangements with the Organization.

Personal gain may result not only in cases where a volunteer, employee, or member has a significant ownership or investment in a firm with which True Paleo Inc. does business, but also when a volunteer, employee, or member receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving True Paleo Inc.
