



CONFLICT OF INTEREST POLICY

IMPACTX FOUNDATION

"Be the Reason Someone Smiles Today"



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Conflict of Interest Policy

Introduction

Consistent with ImpactX Foundation for Public Health's (hereinafter " ImpactX Foundation) Principles and Code of Ethics, the Executive Committee, Management and member have the responsibility of administering the affairs of ImpactX Foundation honestly, and prudently, and of exercising their best care, skill and judgment for the sole interest of ImpactX Foundation. These persons shall exercise the utmost good faith in all transactions involving their professional duties, and they shall not use their positions with or knowledge gained there from for their personal benefit. They are always expected to act loyally, impartially, objectively in discharging their official duties with highest standard of professionalism and integrity. The interests of ImpactX Foundation must be the first priority in all decisions and actions. The members shall ensure that expression of personal views and convictions does not compromise or appear to compromise the performance of their official duties or the interests of ImpactX Foundation due to any undisclosed conflict of interest.

ImpactX Foundation's policy is that the existence of conflict of interest shall be disclosed before any transaction is consummated. The Executive Committee, Management and members shall continuously securitize their transactions, outside organizational interests and relationships for potential conflicts and to immediately make such disclosures. Members of the Executive Committee and members are expected to reveal any personal, family, or business interests that they have, which, by creating a divided loyalty, could influence their judgment and hence the wisdom of decisions.

2. Purpose

This policy is based on Code of Ethics, which requires all persons acting on behalf of ImpactX Foundation to perform their duties with the highest degree of integrity and good faith and to avoid situations that cause or that may appear to give rise to a conflict of interest. The purpose of this policy is to ensure that any conflicts of interest that do arise are promptly and provide guidance for recognizing and disclosing such conflict. Establish a process for managing or resolving conflict to maintain trust among stockholders, donors and beneficiaries.

3. Scope

This policy applies to all ImpactX Foundation representatives regardless of their location. ImpactX Foundation representatives ("Representatives") consist of the following: members, Executive Committee, volunteers, consultants, and advisors or organizations under short- or long-term contractual obligations and any other persons who involved in organization's decision making or operations

4. Context

Conflicts of interest may arise where the professional or personal interests of an individual conflict - or has the potential to conflict with - the interests or activities of ImpactX Foundation. ImpactX Foundation Representatives are required to complete and sign the enclosed conflict of interest disclosure statement and to disclose promptly any instances where a conflict of interest may have or has arisen. This policy does not prohibit all situations in which there may be a conflict of interest. Rather, its purpose is to ensure that such situations are disclosed and managed appropriately. It is also important to note that the existence of a conflict of interest does not, by itself, automatically imply any fraudulent or corrupt practices.

5. Definition and Example

A conflict of interest exists if the personal or organization interests of an individual who is a Representative of ImpactX Foundation interferes with - or has the potential to interfere with - their judgment or ability to act in the best interests of ImpactX Foundation. Examples of situations that could be considered as conflicts of interest include:

- Having a financial or ownership interest or decision-making influence in a organization that provides goods or services to ImpactX Foundation;
- Receiving gifts from members or other Volunteers;
- Use of confidential information for personal gain;
- Engagement outside of ImpactX Foundation in companies, organizations, or governmental bodies or other social or political commitments or activities; and
- Family members who may be or become actual suppliers or other partners.

6. Responsibility

It is the responsibility of individuals to disclose any such situations so they can be managed effectively. Failure to notify instances of conflict of interest or a situation where a conflict of interest could arise may lead to disciplinary action. Any conflicts should be disclosed using the ImpactX Foundation's Code of Ethics Acknowledgement and Conflict of Interest Disclosure Statement form and submitted to Human Resources.

7. Disclosure and Management of Conflicts of Interest.

When a conflict of interest has the potential to arise, or has arisen, the Representative must inform her or his Project Coordinator or their contact at ImpactX Foundation. The Project Coordinator must then assess the situation and decide the appropriate measures to be taken. These may include ensuring that the Representative abstains from being directly involved in any decision-making relating to that matter. If this is not possible, or if the Project Coordinator is uncertain as to how the situation should be handled, the Project Coordinator should consult with Office Secretary or contact the Executive Member, HR & Admin or the President at ImpactX Foundation.