



Pipeline Entrepreneurs Conflict of Interest Policy

Purpose

The purpose of this Conflict-of-Interest Policy is to protect the integrity and decision-making of Pipeline Entrepreneurs and to ensure the trust of our members, partners, and funders. All directors, officers, staff, and contractors have a duty to act in the best interests of the organization and avoid situations where personal or financial interests could conflict with those of Pipeline.

Definition of a Conflict of Interest

A conflict of interest arises when an individual's personal, professional, or financial interests have the potential to interfere with their duty to act in the best interests of Pipeline. Examples include but are not limited to:

- A financial interest in a company that does business with Pipeline.
- A personal or family relationship that could influence decision-making.
- Receiving compensation, gifts, or favors that could affect impartial judgment.

Disclosure

All directors, officers, staff, and contractors are required to disclose any potential conflicts of interest to the Board of Directors. Disclosures must be made annually through a signed statement and updated promptly if a potential conflict arises during the year.

Procedure for Review

The Board of Directors will review disclosed conflicts and determine whether a conflict exists. If one is identified, the Board will decide what action is appropriate, which may include recusal from discussion or decision-making.

Documentation

All disclosures and actions taken will be recorded in the minutes of the Board meeting where the conflict was reviewed.

Annual Acknowledgement

Each director, officer, staff member, and contractor will be required to sign a statement annually affirming that they have read, understood, and agree to comply with this policy.