

Conflict of Interest Policy

Jan/2023

Field Ready Türkiye prohibits its Team Members (staff, volunteers, consultants and board members) from

engaging in any activity, practice, or act which conflicts with, or appears to conflict with, the interests of Field Ready Türkiye. Each Team Member is required to disclose any interest or involvement

when participating in a transaction of the organization in which another party to the transaction includes himself, a close relative (spouse, parent, child, sibling, niece, nephew or in-law) or an organization with which the member of the board, the Team Members, or a close relative, is affiliated.

The purpose of the conflict of interest policy is to protect this tax-exempt organization's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an individual associated with Field Ready Türkiye or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

In general, Team Members should refrain from: offering, soliciting or accepting gifts, except those of a nominal value, in return for an advantageous position; engaging in conduct that interferes with the primary time and effort obligation to Field Ready Türkiye or divides his or her loyalty, or discredits Field Ready Türkiye's name; or, disclosing confidential or proprietary information

about Field Ready Türkiye to third parties. A specific example may be a Team Member or close relative

has a business or financial interest in any third party, such as a supplier of goods, provider of services, or lessor of property; dealing with Field Ready Türkiye. Hiring a close relative is a violation of

this policy.

Procedures

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

This policy is not intended to detail every situation that could give rise to a conflict of interest. A person with ordinary good judgment should know whether or not a particular activity involves an actual or potential conflict. Where there is doubt, the matter should be brought to the attention of the Executive Director, who will take action as appropriate.

Upon discovery of a potential conflict, either in procurement or hiring or any other area of organizational interest, the Team Member should make prompt disclosure to the Executive Director (and if s/he may be involved, the Board Chair), but no later than 30 days after the occurrence.

Failure on the part of the Team Member to abide by this policy will be considered a major misconduct and the person will be terminated immediately from Field Ready Türkiye.

Each Team Member with governing board delegated powers shall sign this statement which affirms such person:

- Has received a copy of the conflicts of interest policy,
- Has read and understands the policy,
- Has agreed to comply with the policy, and
- Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax exempt purposes.

I have read and/or someone has read this policy to me. I understand the contents of this policy and that I am responsible for complying with its provisions. I further understand that failure to comply with this policy will result in disciplinary action which may include termination.

Name (Print):

Signature:

X

Date: