



**Reckitt Global Hygiene Institute
Awardee Conflict Policy
Policy Number: P100**

Article I. Policy Statement

Section 1.01 A conflict of interest is a situation in which a person is in a position to derive personal benefit from actions or decisions made in their official capacity or interest that would cause the lack of objectivity regarding a particular transaction being reviewed by the board of directors.

Article II. Definition

Section 2.01 Grantee is defined as any collaborator, awarded grantee and/or advisor of Reckitt Global Hygiene Institute. A grantee is bound by the conduct policy of their home institution and local laws.

Article III. Grantee's Obligations

Section 3.01 The Grantee, in providing the Services, must:

- (a) devote such time and resources as are required to properly perform the Services;
- (b) comply with all reasonable and lawful directions of Reckitt Global Hygiene Institute from time to time concerning the Services;
- (c) perform the Services in a professional and timely manner;
- (d) not make any untrue or misleading statement relating to Reckitt Global Hygiene Institute, its products, its business, or its practices; and
- (e) always act in good faith towards Reckitt Global Hygiene Institute and comply with all applicable laws and Reckitt Global Hygiene Institute's company policies including its Compliance Policy.

Section 3.02 The Grantee will report on and provide such information and explanations regarding the provision of the Services as Reckitt Global Hygiene Institute may from time to time direct. The Grantee acknowledges that it has evaluated the safety and efficiency of any Reckitt Global Hygiene Institute products the Grantee will use in connection with the Services, that decisions as to which devices to use are a matter of medical (and not the manufacturer) expertise, and that Reckitt Global Hygiene Institute is relying on the Grantee's representations regarding the Grantee's experience and qualifications in choosing to retain the Grantee to perform the Services.

Article IV. Intellectual Property

Section 4.01 The parties acknowledge that certain Intellectual Property Rights are the separate property of Reckitt Global Hygiene Institute and the Grantee respectively and are not affected by this policy, and neither Reckitt Global Hygiene Institute nor the Grantee shall have any claims or rights against the other in respect of such separate Intellectual Property Rights.



Section 4.02 The Grantee agrees that Reckitt Global Hygiene Institute and its affiliated entities have a royalty-free, irrevocable, worldwide license to use the Grant Materials and, in particular, Reckitt Global Hygiene Institute may use the Grantee's statements, writings and image in the Grant Materials and attribute such statements or writings to the Grantee, without prior consent of the Grantee.

Article V. Compliance with Law

Section 5.01 In performing the Services and in carrying out its obligations under this Agreement, the Grantee must comply with its obligations at law including, without limitation, the Grantee must not violate any anti-bribery or anticorruption law of any jurisdiction including the United States of America's Foreign Corrupt Practices Act and any country which is or will become a signatory to the OCED Convention on Combating Bribery of Foreign Public Officials and, in particular, the Grantee must not pay, offer or promise to pay, or authorize the payment of, any monies or anything of value, directly or indirectly, to any government official or employee, any official or employee of a state-run or state-owned or controlled enterprise or entity, any official or employee of a public international organization, any candidate for political or public office, any official or employee of any political party, or any family member or relative of such persons or any political party for the purpose of influencing any act or decision of any such official, employee, candidate, political party, enterprise or entity, public organization, or government to obtain or retain business, or direct business to any person or entity, or for any other improper advantage or purpose. In the event the Grantee breaches its obligations under this clause, or learns of or has a reasonable suspicion that the Grantee has breached this clause or caused Reckitt Global Hygiene Institute to violate the provisions of any law, notwithstanding any other provision to the contrary, Reckitt Global Hygiene Institute may immediately terminate this Agreement.

Section 5.02 The Grantee shall maintain for no less than 7 years, accurate and transparent books and records in accordance with generally accepted accounting principles for all activities relating to the Services or otherwise under this Agreement including without limitation, any commission, compensation, reimbursement or other payment made by or to the Grantee or its owners, officers, directors, employees or agents thereof. The Grantee shall provide Reckitt Global Hygiene Institute or its auditors with immediate access upon request to such books and records.

The Executive Director is responsible for ensuring implementation of these policies.

The Board of Directors of RGHI adopts the following policies in order to strengthen its existing policies and procedures, maintain and exemplify "best practices," and comply with applicable laws and regulations on August 1, 2021.

Policy Contacts:



Role	Name
Policy Sponsor	Sarah Roberts
Policy Owner	Sarah Roberts
Policy Contact	grants_admin@RGHI.mail.org

Policies and Standard Operating Procedures: www.rghi.org/public-policies

Appendices: N/A

Document History:

Date	Revision	Reason/Description
August 1, 2021	Version 1	Executed Policy
June 18, 2024	Version 2	Updated contacts and links