

Reckitt Global Hygiene Institute

Award Holder Conflict of Interest Policy

Policy number: AHP100

1. Policy Statement

This policy aims to protect the integrity of RGHI's research and programmes by providing clear guidelines on identifying, disclosing, and managing conflicts of interest for RGHI Award Holders.

This policy defines a Conflict of Interest, and outlines Award Holders' and Prospective Award Holders' responsibilities of disclosure and RGHI's approach to managing Conflicts.

This policy applies to: Current and Prospective RGHI Award Holders.

All Award Holders are expected to adhere to this policy from the Effective Date (see below) unless a prior arrangement has been formally agreed between the Award Holder and RGHI.

2. What is a Conflict of Interest?

A Conflict of Interest is defined as a situation in which an individual's professional judgment or actions regarding an RGHI Award, or related work, may be influenced by a secondary interest, such as financial gain, personal relationships, or career advancement.

Conflicts of interest may include, but are not limited to:

- Financial interests in entities related to the research.
- Personal relationships that could affect objectivity.
- Competing professional commitments.
- Intellectual Property interests.

3. Disclosure of Conflicts

All prospective Award Holders (defined as applicants who have been shortlisted and invited to engage in a process of due diligence) must notify RGHI of any Conflicts of Interest at this time.

All Current Award Holders must notify RGHI of any new Conflicts of Interest as soon as they arise. Management of Conflicts

A Conflict of Interest does not necessarily disqualify an individual from receiving or continuing to receive RGHI funding. RGHI will always endeavour to manage the Conflict appropriately and a properly disclosed Conflict will only be cause for disqualification or termination of an Award if the potential effects of the Conflict cannot be managed or mitigated.

RGHI will review all disclosed conflicts and determine appropriate management strategies, which may include:

- Modification of the research plan.
- Appointment of an independent monitor.
- Divestment of conflicting financial interests.
- Recusal from certain project decisions.

Management plans will be documented and agreed upon by both RGHI and the Award Holder.

4. Non-Compliance

Failure to comply with this policy may result in:

- Suspension of funding.
- Termination of the award.
- Ineligibility for future RGHI funding.

5. Confidentiality

RGHI will treat as confidential any Conflict disclosed, subject to legal and regulatory requirements.

6. Policy Administration

6.1 About this Policy

Policy type: Award Holder Policy

Version: 4

Effective Date: 4 March 2026

Policy owner: Emily Giles

Policy sponsor: Sarah Roberts

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Appendices: None

The Board of Directors of RGHI adopts this policy to establish clear guidelines, promote best practices, and ensure compliance with applicable laws and regulations. This policy aims to support RGHI's mission and enhance organisational effectiveness.

RGHI's Executive Director is responsible for ensuring implementation of this policy.

RGHI reserves the right to revise and amend this policy as necessary to ensure alignment with organisational objectives and funding priorities.

For all RGHI Policies and Standard Operating Procedure, see www.rghi.org/public-policies

6.2 Document History

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

19 November 2024

Version 3

Substantive changes for
clarity of policy and
language

4 March 2026

Version 4

Periodic review: removed
requirement for annual
conflict of interest
declaration to reduce
award holder burden