

Turning a
new page
for girls



CONFLICT OF INTEREST POLICY

Prepared by: Fajer Rabia <i>Executive Director</i>	Reviewed by: <i>Senior Management Committee</i>
Approved by: Board of Trustees	
Responsibility:	<ol style="list-style-type: none">1. <i>Board of Trustees</i>2. <i>HR & Operations Coordinator</i>3. <i>All Team Leads</i>
Applicable to:	<i>All Employees of the Company</i>
Effective from:	July 1, 2020
Revision Date:	June 30, 2020

Description:

No member of Pakistan Alliance for Girls Education Board of Trustees or Staff shall derive any personal profit or gain, directly or indirectly, by reason of his or her participation with PAGE. This shall also include the member's business or other nonprofit affiliations, family and/or significant other, employer, or close associates who may stand to receive a benefit or gain. Each individual shall disclose

to the Board Chair any personal interests which he or she may have in any matter pending before the organization and shall refrain from participation in any discussion or decision on such matter.

In addition, any member of PAGE's Board of Directors or Staff shall refrain from obtaining any list of clients or donors for personal or private solicitation purposes at any time during the term of their affiliation.

Any new member of the Board of Directors shall be given this policy at the time of their election onto the Board of Directors and the policy will be reviewed annually by the board at a regularly scheduled meeting.

We understand that the purposes of this policy are to protect the integrity of PAGE and the organization's decision-making process as well as to enable our constituencies to have confidence in the integrity, intentions and actions of the officers, staff, board members and volunteers. To that end, we understand that this policy is not meant to supplement good judgment and all constituents should respect its spirit as well as its wording.

In witness whereof, the undersigned has hereunto signed as of the date herein shown below.

Moved by: BOARD MEMBER

Seconded by: BOARD MEMBER

Vote:

Signed: _____

Date: _____

