



PARA TI GLOBAL

GENERAL POLICY ORDERED BY BOARD OF DIRECTORS CONFLICT OF INTEREST POLICY

Purpose:

The purpose of this Conflict of Interest Policy is to protect Para Ti Global's (hereafter referred to as "the organization") interests and maintain its reputation for impartiality and objectivity. This policy applies to all members of the board of directors, officers, employees, volunteers, contractors, and anyone else who represents the organization. This policy is formed by the Board of Directors to be executed by the President and CEO of the organization with the aid of any senior level administrator appointed by the President.

Policy:

Para Ti Global expects its directors, officers, employees, volunteers, contractors, and representatives to act in the best interests of the organization and avoid any situation that may create, or appear to create, a conflict of interest. A conflict of interest arises when an individual's private interests interfere, or appear to interfere, with the interests of the organization.

Procedures:

Disclosure of potential conflicts of interest: Any individual who has a personal, professional, financial, or other interest that may conflict with the interests of the organization must disclose that interest in writing to the Board of Directors. The disclosure should include the nature and extent of the interest and all relevant facts. The Board of Directors will review the disclosure and determine whether a conflict of interest exists.

Determination of conflicts of interest: The Board of Directors will evaluate each disclosed conflict of interest on a case-by-case basis. The Board of Directors will determine whether the conflict of interest would compromise the organization's integrity, objectivity, or impartiality. The Board of Directors will also determine whether the conflict of interest is significant enough to require further action.

Resolution of conflicts of interest: If the Board of Directors determines that a conflict of interest exists, the individual with the conflict of interest will be asked to recuse themselves from any decision-making related to the matter in question. If necessary, the individual may be asked to resign from their position or terminate their relationship with the organization.



Records: The organization will maintain a record of all conflict of interest disclosures, determinations, and resolutions. These records will be kept on file for a minimum of five years.

Annual Disclosure: All directors, officers, employees, and volunteers shall disclose to the Board of Directors annually any interests that could potentially give rise to a conflict of interest, including any transactions or relationships that occurred in the previous year.

Familial Relations: Any familial relationship that could potentially create a conflict of interest must also be disclosed, and the Board of Directors will evaluate the potential conflict on a case-by-case basis. Any potential conflict within the board shall also be disclosed and reviewed with objectivity by the board. The organization recognizes that familial relationships may exist between individuals involved with the organization, but it is essential to ensure that such relationships do not interfere with the best interests of the organization. If a conflict of interest is determined to exist, the individual with the conflict of interest will be asked to recuse themselves from any decision-making related to the matter in question or be told to act with objectivity and consult with another party if no other person is able to make the decision.

Conclusion

Para Ti Global is committed to upholding the highest standards of ethical conduct and avoiding any conflicts of interest. The organization expects all directors, officers, employees, volunteers, contractors, and representatives to act with integrity and transparency and to disclose any conflicts of interest promptly. This policy is meant to ensure that the organization is protected from any potential harm and to maintain its reputation for impartiality and objectivity.

This policy was adopted by unanimous vote of the Para Ti Global board of directors.

Witness our corporate seal this 8th day of April, 2023.

