

FAIRCHAIN FOUNDATION EMPLOYEE AND/OR CONSULTANT CONFLICT OF INTEREST CERTIFICATION

Explanatory Notes

In order to foster achievement of our mission of harnessing technology to empower poor farmers to earn a living wage by creating shared value chains with positive externalities, and in furtherance of our legal and moral obligations as a recipient of government and other donor funds, the FairChain Foundation is dedicated to the highest levels of professionalism, technical competence, integrity, fairness, and legal compliance in our procurement and other operations.

Accordingly, the FairChain Foundation expects its consultants, like its employees and other representatives, to conduct themselves and their financial and other relationships at all times during their association with FairChain Foundation in such a manner as to instill confidence in the FairChain Foundation's donors, clients, partners, stakeholders, and other outside entities that our actions are above reproach and are being taken for demonstrably and objectively valid reasons.

By undermining the FairChain Foundation's reputation and the trust placed in us, conflicts of interest, whether actual or perceived, could impair our ability to achieve our mission and give rise to numerous other problems including, but not limited to, less competition for our procurements, demoralized staff, losses due to inefficiency or fraud, and even legal challenges. These problems, in turn, could lead to fewer funding opportunities and reduced impact. FairChain Foundation understands and acknowledges that the individuals it engages as employees and consultants are leaders in their fields with unquestionable honesty and integrity.

Nevertheless, it is the FairChain Foundation's policy, and an essential contractual requirement, that all consultants engaged by FairChain Foundation be completely free of real, potential or apparent conflicts of interest. Exceptions may be approved by authorized the FairChain Foundation Directors in limited circumstances when a conflict is identified in a timely manner and effective measures acceptable to the FairChain Foundation are taken to avoid or neutralize it.

Various types of factual situations may arise. For example, a conflict may exist when a consultant or a consultant's family member has an ownership interest or other financial stake in, serves on the board of, or is employed by a company with whom the FairChain Foundation works or competes.

Additional constraints apply to current and former government employees. It is the FairChain Foundation's policy to err on the side of integrity and transparency. Conflicts will generally be deemed to exist when an employee or consultant makes, is in a position to make, or could be perceived by others within or outside FairChain Foundation as making biased decisions. The objective is to ensure that all the FairChain Foundation procurement and other operational decisions are made, and plainly appear to have been made, without fear or favor.

All employees and consultants working with the FairChain Foundation, as a condition of both initial and continued engagement, are required to sign below certifying current and future compliance with the attached principles. Possible conflicts that exist, or may reasonably be foreseen, at the time of contract signature must be disclosed by the employee and consultant to FairChain Foundation in writing prior to execution of the contract.

Conflicts identified after contract execution must be disclosed to the FairChain Foundation in writing promptly after they are discovered (or reasonably should have been discovered). Employees and Consultants must take such actions as the FairChain Foundation directs in writing in response to the conflict. Refusal to sign this certification or failure to comply with the associated requirement FairChain Foundation may consider appropriate, including, without limitation, termination of any or all employment and/or consulting contracts.

Thank you very much for your cooperation in helping the FairChain Foundation maintain its reputation for probity and effectiveness. Please contact your FairChain Foundation project manager if you need further clarification regarding this form and FairChain Foundation's conflicts policy, or if you require guidance concerning a potential conflict of interest that arises during your employment and/or consultancy.