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## CONFLICT OF INTEREST STATEMENT

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During the period in which I am an Employee of Trees for the Future I will:

1. Remain loyal to Trees for the Future and act in Trees for the Future's best interests when I represent Trees for the Future among persons or entities doing or interested in doing business with Trees for the Future.
2. Avoid investing or participating in business opportunities or purchasing property or other assets which are of interest to Trees for the Future, and which are related to the business of Trees for the Future without first offering the business opportunity or asset purchase opportunity to Trees for the Future, whenever I have notice of Trees for the Future's interest in the property or business opportunity.
3. Avoid investing or participating in businesses which compete with Trees for the Future without full disclosure.
4. Not accept or seek from any person or entity doing or interested in doing business with Trees for the Future a gratuity, favor, benefit, loan, or gift of greater than Kenya Shillings 1000 or USD 10 in value.
5. Not use my position, nor any confidential information acquired through or from Trees for the Future, for my personal profit or advantage.
6. Not enter into transactions with Trees for the Future in which I have a financial interest without first obtaining the necessary approvals.
7. Notify the Country Director of Trees for the Future if I acquire or maintain an ownership interest in or serve in a position of responsibility for an entity doing or interested in doing business with Trees for the Future.
8. Notify the Country Director immediately of any circumstances which are or may appear to others to be a Conflict of Interest.
9. Ensure that my Relatives are not engaged in any of the activities contemplated by the points noted above, and report to the Country Director any actual or potential conflict of interest involving my Relatives.

I hereby acknowledge that I have read and understand the Conflict-of-Interest Policy of Trees for the Future and agree to abide by it.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

