

14. GIFTS

Trustees and officers shall not solicit courtesies from business partners and shall not accept gifts, services, benefits or hospitality that might influence, or appear to influence, the Trustees' and Secretariat staff' conduct in representing the Scheme.

Where a Trustee finds a gift or donation in their possession, Article 76 (1) of the Constitution and the Leaders Integrity Act shall apply and such a gift or donation shall be delivered to the Scheme. Such a gift or donation may also be returned to the donor, depending on its value.

A Trustee may receive a gift given in an official capacity, provided that:

- i) The gift is of nominal value and within the ordinary standards of hospitality;
- ii) Is transparently disclosed;
- iii) Is non-personal in nature;
- iv) The gift is not monetary; and
- v) The gift does not exceed such value as may be prescribed by appropriate legal instruments.

15. CONFLICT OF INTEREST

15.1 A conflict of interest for a trustee arises when their personal, financial, or other interests could potentially interfere with their duty to act in the best interests of the Scheme. These may include:

- i) When a trustee stands to benefit financially from a decision made by the Board.
- ii) Receiving personal compensation for services provided to the Scheme outside of their Trustee role
- iii) A Trustee's family member is involved in a transaction or decision that the Board is considering, including employment and procurement.
- iv) When a Trustee's political or ideological views could unduly influence the Scheme's policies or operations.
- v) Using the organization's resources, information, or property for personal benefit.
- vi) When a Trustee serves on multiple boards that might have conflicting interests.
- vii) Receiving gifts or hospitality from individuals or entities that do business with the Scheme.

