



GLOBAL ORGANIC TEXTILE STANDARD  
ECOLOGY & SOCIAL RESPONSIBILITY

# GLOBAL STANDARD CONFLICT OF INTEREST POLICY

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## INTRODUCTION

Global Standard gGmbH (“Global Standard”) personnel have an obligation to act in the best interest of Global Standard in performing their responsibilities.

The purpose of the Conflict of Interest Policy is to support Global Standard personnel in identifying, disclosing, and managing any actual, potential, or perceived conflicts of interest, whether of the individual person or the organisation.

The term “personal interests” (self-serving interest) is understood as the direct interests of Global Standard personnel, as well as those close relatives, business partners, and other organisations they are working with.

Close relatives are spouse, registered partner, fiancé, parents, grandparents, foster parents, siblings, siblings of the spouse or registered partner, spouse or registered partner of siblings, children, foster children and grandchildren. The status as “close relatives” remains valid in case a marriage or registered partnership has been terminated.

The term “organisations’ interests” (Global Standard’s interest) is understood as the direct interests of Global Standard with which the Global Standard personnel work.

## DEFINITION OF CONFLICT OF INTEREST

A conflict of interest arises where a personal or organisational interest or activity of Global Standard personnel conflicts with their responsibility to exercise their role objectively, compliant with legal and Global Standard policies and in the best interests of Global Standard because of a personal, organisational, or professional gain. A conflict of interest may be actual, potential, or perceived and may be financial or non-financial.

## IDENTIFICATION AND DISCLOSURE

Global Standard personnel have the obligation to:

- 1.1 Regularly conduct a risk assessment to identify conflict-of-interest situations that could impact professional activities or operations. This assessment should be focussed on high-risk processes, positions and operations.
- 1.2 Make full disclosure of situations that potentially result in conflicts of interest to the management.
- 1.3 Clearly communicate to all parties involved in the activities related to Global Standard whether an engagement is on behalf of Global Standard or in a private capacity.
- 1.4 Clearly communicate, if representing Global Standard, about their role, responsibility, and terms of reference of their engagement with any external organisation.
- 1.5 Ensure, through appropriate measures, that the interests of Global Standard are protected from harm or damage.
- 1.6 Seek advice of the management in cases where there is uncertainty with regard to potential conflicts of interest. These should be communicated according to the principles described in the preamble of the Code of Conduct.

## MANAGEMENT OF CONFLICTS OF INTEREST

If a potential conflict of interest has been disclosed, the conflict shall be actively managed by conducting appropriate investigations so as to determine corresponding appropriate actions including mitigation.

The Global Standard management shall always review and decide on each disclosure in a fair and transparent manner.

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Global Standard Management  
23 August 2023