



RISE & RALLY'S CONFLICT OF INTEREST POLICY

EMPLOYEE CONFLICT OF INTEREST POLICY:

Rise & Rally Organization is dedicated to upholding the highest standards of integrity, transparency, and ethical conduct in all our endeavors. This Employee Conflict of Interest Policy is crafted to ensure that each member of our team acts in the best interest of the organization and avoids situations that may give rise to conflicts between personal interests and those of Rise & Rally Organization.

1. Purpose:

- This policy aims to safeguard Rise & Rally Organization's interests when engaging in transactions or arrangements that could potentially benefit the private interests of an employee.

2. Responsibility:

- Rise & Rally Organization holds its employees to the utmost ethical standards. It is expected that employees prioritize the organization's interests above personal gain. Any business dealings that may create a conflict of interest between Rise & Rally Organization and an employee are deemed unacceptable.

3. Disclosure of Conflicts:

- A conflict of interest arises when an employee's position may influence a decision leading to personal gain for themselves or an immediate family member due to Rise & Rally Organization's business dealings. While employees have the right to engage in private activities unrelated to their employment, they must disclose any potential conflicts so that the organization can assess and address them appropriately.

4. Assessment and Prevention of Conflicts:

- Rise & Rally Organization is committed to evaluating and taking necessary measures to prevent potential conflicts of interest disclosed by employees. Such actions may include recusal from decision-making processes or divestment of financial interests.

5. Avoidance of Conflicting Interests:

- Employees must steer clear of any interests, influences, or relationships that could conflict or appear to conflict with the best interests of Rise & Rally Organization. This encompasses financial interests, relationships with vendors or contractors, and involvement in external organizations or activities that could compromise their ability to act impartially in the organization's best interest.

Adherence to this Conflict of Interest Policy ensures that Rise & Rally Organization maintains its reputation for integrity, trustworthiness, and ethical conduct, thereby advancing our mission of advocating for individuals affected by chronic, complex, and rare diseases.