

Conflict of Interest Policy

Center for Science in the Public Interest

Provisions applying to CSPI's Board of Directors:

Possible conflicts of interests by Board members – including but not limited to financial (other than ownership in mutual funds) and occupational or professional – should be disclosed to the Board. The Board shall take whatever action it deems appropriate, up to and including removal of a director where necessary to protect CSPI's interests.

When a conflict of interest is relevant to a matter requiring action by the Board, the interested director shall not participate in a discussion of the matter, shall be absent during the Board's final review and vote on the matter, and shall not vote on the matter. Each Board member shall annually review this policy and disclose any conflict of interest situations to the Board.

Provisions applying to CSPI's employees:

CSPI expects the primary interest of employees to be the mission we serve. A conflict of interest occurs when the interest of an employee or another outside party actually or potentially affects CSPI in a negative way. In addition, employees may not use their positions at CSPI for personal benefit (other than incidental or *de minimus* benefit), for the benefit of friends or relatives, or to further any outside interests or personal agenda. Employees should at all times avoid the substance or the appearance of a conflict of interest in their personal affairs and their work at CSPI. Specifically, CSPI employees may not own stock directly in corporations that engage in activities related to CSPI's work, such as food, beverage, agriculture, chemical, alcohol, restaurant, and supermarket companies. Indirect stock ownership through mutual funds and money markets is acceptable, unless the funds concentrate their investments in one of the above or similar industries. All conflicts of interest, suspected or real, must be reported immediately to the Executive Director. If the Executive Director perceives a possible conflict of interest, he or she should report that to the President of the Board of Directors.