

Biology Fortified, Inc.

Conflict of Interest Policy

Provisions applying to BFI's Board of Directors

Possible conflicts of interests by Directors – occupational, financial and professional – must be disclosed to the Board. Specifically, BFI Directors must disclose if they are employed by, own stock in, or otherwise have professional relationships with corporations that engage in activities related to BFI's work, such as agriculture, chemical, and food companies. Indirect stock ownership through mutual funds and money markets is acceptable.

All conflicts of interest, suspected or real, must be reported immediately to the Chair of the Board. The Board shall take whatever action it deems appropriate, up to and including removal of a director where necessary to protect the integrity of BFI. When a conflict of interest is relevant to a matter requiring action by the Board, the interested Director shall not vote on the matter. Each Director shall annually review this policy and disclose any conflict of interest situations to the Board.

Provisions applying to BFI's employees and volunteers

BFI expects its employees and volunteers to support BFI's mission. Conflict of interest arises whenever the personal or professional interests of an employee or volunteer are potentially at odds with the best interests of the nonprofit. Employees should avoid the substance or the appearance of a conflict of interest at the time of employment or immediately after the potential conflict of interest arises. All conflicts of interest, suspected or real, must be reported to the Board of Directors. The Board shall take whatever action it deems appropriate, up to and including removal of an employee or volunteer where necessary to protect the integrity of BFI.