

## The Medhospital Foundation Members

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### Member Code of Ethics

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#### **Purpose**

The purpose and status of a Foundation includes obligation to maintain public trust. The Medhospital Foundation has always taken this obligation very seriously and strives to set an example as an "Information Provider". Therefore it is of utmost responsibility of the Members to conduct the affairs of the Foundation with a commitment to highest standards of integrity. This includes acting at all times in an honest and ethical manner, in compliance with all laws and regulations and avoiding actual, potential or apparent conflicts of interest. Compliance with this Code of Ethics will sustain a culture where honest and ethical conduct is valued and exemplified throughout the Foundation. The disclosure requirements of this Code of Ethics are intended to prevent any real or apparent conflicts of interest.

#### **Compliance with Laws and Regulations**

A variety of Laws apply to the Foundation, the violation of which may carry civil or criminal penalties for the Foundation and/or the individual. It is the responsibility of the individual Members to comply with all such laws and regulations.

#### **Avoidance of Actual, Potential or Apparent Conflicts of Interest**

When performing the functions of a Member, Members have an obligation to put the interests of the Foundation first. Members have a duty not to use their position as Member for personal financial gain or other personal benefits.

#### **Relationships with contributors**

Members should not have any significant interest ("Significant interest" means any financial interest that may influence the judgment of the

Member in conducting the work of the Foundation) in the contributor or their services to the Foundation.

### **Consultancies and Teaching Assignments**

Foundation members should not accept assignments with Foundations or other organizations that may have conflict of interest with the Foundation. Exceptions may be made by prior approvals in the following circumstances:

- a. Such arrangements will not interfere with the Members responsibilities to the Foundation; and
- b. Where the arrangement will not affect, the member's judgments on the behalf of the Foundation.
- c. Where there is no strong relationship with the responsibility of the Member at the Foundation;
- d. Where there is no possibility of the organization to misperceive the relationship as enhancing the chance of Foundation benefits in actual or kind.

### **Speaking engagements and Articles of Publication**

- a. Staff members are encouraged to maintain their professional credentials by undertaking speaking engagements and writing articles appropriate to the field of their interest. However, articles or speeches on the behalf of the Foundation should have prior permission from the all Members.
- b. When writing articles or speaking in public in an individual capacity, Members should clearly indicate so. Whether it is appropriate for the staff to explicitly declare his association with the Foundation depends on the circumstance. If in doubt should take prior consent of the Foundation's other Members.
- c. No fee should be accepted where the engagement concerns the Member's responsibilities at the Foundation.

### **Political or religious activities**

Members are free to engage in political or religious activities in an individual capacity. However, Such activities should not conflict with the Foundations ethics. The Foundation is part of no religious or political organization and does not encourage or believe in such

activities. We are an information provider and that is our job. We have no business in differentiating people on whatsoever basis.

### **Confidentiality**

Members may not communicate any information known to them by reason of their position that has not been made public, except as may be necessary in the course of their duties or by authorization of the Founder. Nor should they at any time use such information to private advantage. These obligations are not modified by participation in activities described above and do not cease upon separation from the Foundation.

### **Procedures for compliance**

Members should promptly disclose actual or potential conflicts of interest to the Founder. If in a participation where prior approval is required, the Member should write a memo with all details requesting such approval.

### **Complaint Procedure**

If a Member thinks he or she has, or in good faith thinks another Member has violated any provision of this code that Member should immediately report to the Founder. Reported violations of this Code will be investigated, addressed promptly and treated confidentially consistent with the need to investigate, prevent or correct the violation.

### **Retaliation is prohibited**

No one reporting an actual or suspected violation of this Code or other unlawful activities in good faith will be subject to retaliation of any kind. Retaliation against such a person is a serious violation of this Code and may be subject to disciplinary action.