



ZIBU Health Institute

Conflict of Interest Policy

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CONFLICT OF INTEREST POLICY

Purpose

To identify, disclose, and manage situations in which the personal, financial, or professional interests of staff, mentors, reviewers, or collaborators could compromise objectivity, integrity, or decision-making at ZIBU Health Institute.

Scope

This policy applies to all staff, mentors, reviewers, IRB/ERC members, and collaborators involved in academic, research, ethical review, or administrative decisions at ZIBU Health Institute.

Policy Statement

ZIBU Health Institute shall:

- Require staff, mentors, and reviewers to disclose any personal, financial, or professional interest that could influence their duties.
- Prevent individuals with a declared conflict of interest from reviewing, approving, or supervising related work.
- Maintain a confidential register of declared conflicts of interest.
- Take corrective action where an undisclosed conflict of interest is identified.

Disclosure

All relevant personnel must complete a conflict of interest declaration upon joining and update it whenever a new conflict arises, including relationships with mentees, family members, or competing organizations.

Responsibility

The Managing Director and Quality Management Cell shall review disclosures and determine appropriate management measures.