

# European Society of Oncology Pharmacy (ESOP Global)



## Policy on the Protection of ESOP's Non-Profit Status

### and the Prevention of Conflicts of Interest

To safeguard and protect the non-profit status of the Society, the General Assembly hereby adopts the following policy:

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## 1. Prevention of Conflicts of Interest

Personal interests, as well as undue influence by sponsors or other third parties, shall be avoided. In particular, individuals holding executive or senior leadership positions (this includes the members of the executive board, extended board and country delegates or liaisons) within the Society may not simultaneously hold executive or senior positions in companies, societies or organizations where a conflict of interest exists or may reasonably be perceived to exist.

Mere membership in other organizations or employment in companies does not, in itself, constitute a conflict of interest and is therefore excluded from this restriction.

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## 2. Transparency and Documentation

The Board is instructed to establish, maintain, and regularly update a list of companies or organizations in which holding executive or senior positions is incompatible with leadership roles within the Society.

This list shall be made available to members and shall serve the purposes of transparency and the prevention of conflicts of interest.

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## 3. Transparent Decision-Making Processes

The Society commits to transparent, objective, and traceable decision-making processes.

All decisions shall be aligned with the Society's non-profit purpose, taken in good faith, and appropriately documented.

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## **4. Establishment of a Complaints and Whistleblowing System**

ESOP Global shall establish a low-threshold complaints and whistleblowing system enabling all members to raise concerns or submit information without undue barriers.

In particular:

- Submissions may be made anonymously, if desired.
- A neutral point of contact shall be appointed, such as an independent body or an ombudsperson.
- Complaints shall be reviewed and addressed promptly, impartially, transparently, and without any disadvantage or retaliation toward the reporting individual.

The complaints and whistleblowing system shall serve to ensure that all activities of the Society consistently comply with its non-profit objectives.

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*January 2026*