

Financial Conflict of Interest Policy

OBJECTIVES

TamuroBio is committed to protecting the integrity and objectivity of its research activities by ensuring that the design, conduct, and reporting of research will not be biased or appear to be biased by a personal financial conflict of interest. TamuroBio has implemented this policy to identify, manage, reduce, or eliminate financial conflicts of interest.

This policy establishes the procedures and controls necessary to comply with U.S. Public Health Service (PHS) sponsored research under Code of Federal Regulations (CFR) 42, Part 50, Subpart F, Responsibility of Applicants for Promoting Objectivity in Research for Which Public Health Service (PHS) Funding Is Sought and 45 CFR Part 94, Responsible Prospective Contractors.

REFERENCES/ATTACHMENTS

None

DEFINITIONS

- *Designated Official* - The individual designated by TamuroBio to oversee the Financial Conflict of Interest process, including solicitation and review of disclosures of significant financial interests. The current Designated Official is the VP of Finance.
- *Equity Interest* - Any stock, stock option, or other ownership interest, and its value may be determined through reference to public prices or other reasonable measures of fair market value.
- *Financial Conflict of Interest* - a significant financial interest that could directly and significantly affect the design, conduct, or reporting of research as determined by TamuroBio through the Designated Official.
- *Financial Interest* - Anything of monetary value, whether or not the value is readily ascertainable.
- *Immediate Family* - An Investigator's spouse and dependent children.
- *Investigator* - means the project director/principal investigator and any other person who is responsible for the design, conduct, or reporting of the research or proposed research.
- *PHS* - The U.S. Public Health Service, an operating division of the U.S. Department of Health and Human Services (HHS), and any components of the PHS to which the authority involved may be delegated, including the National Institutes of Health.
- *PHS Awarding Component* - means the organizational unit of the PHS that funds the research that is subject to 42 CFR Part 50, Subpart F, and 45 CFR Part 94.
- *PHS Funded Research* - means research funded under PHS grants, cooperative agreements, or contracts.
- *Public Health Service Act or PHS Act* - The statute codified at 42 U.S.C. 201 et seq.
- *Remuneration* - Includes but not limited to salary and any payment for services not otherwise identified as salary (e.g., consulting fees, honoraria, paid authorship).
- *Research* - means a systematic investigation, study, or experiment designed to develop or contribute to generalizable knowledge relating broadly to public health. The term encompasses basic and applied research (e.g., a published article, book, or book chapter) and product development (e.g., a diagnostic test or drug). For PHS-Funded Research, the term includes any such activity for which research funding is available from a PHS Awarding Component through a grant, cooperative agreement, or contract, whether authorized under the PHS Act or other statutory authority.

- *Significant Financial Interest* - means a financial interest consisting of one or more of the following interests of the Investigator and their Immediate Family that reasonably appear to be related to the Investigator's TamuroBio project responsibilities, including:
 - With regard to interests in any publicly traded entity, a Financial Interest consisting of any Remuneration received from the entity in the 12 months preceding the disclosure and any Equity in the entity as of the date of disclosure, in which the value when aggregated exceeds \$5,000; or
 - With regard to interests in any non-publicly traded entity, a Financial Interest consisting of any Remuneration received from the entity in the 12 months preceding the disclosure, in which the value when aggregated exceeds \$5,000, or when the Investigator or their Immediate Family holds any equity interest; or
 - Intellectual property rights and interests (e.g., patents, copyrights), upon receipt of income related to such rights and interests.

Significant Financial Interests also include any reimbursed or sponsored travel (i.e., that which is paid on behalf of the Investigator and not reimbursed to the Investigator so that the exact monetary value may not be readily available) related to the Investigator's TamuroBio project responsibilities, provided, however, that this disclosure requirement does not apply to travel that is reimbursed or sponsored by a Federal, state, or local government agency; an institution of higher education as defined at 20 U.S.C. 1001(a); an academic teaching hospital; a medical center; or a research institute that is affiliated with an institution of higher education.

Significant Financial Interest does not include the following:

- Salary, royalties, or other remuneration paid by TamuroBio (or a subrecipient as applicable) to the Investigator if the Investigator is currently employed or otherwise appointed by TamuroBio, including that paid for intellectual property rights assigned or licensed to TamuroBio and agreements to share in royalties related to such rights; or
- Any ownership interest in TamuroBio (or a subrecipient as applicable) held by the Investigator (e.g., Employee Stock Ownership Plan); or
- Income from investment vehicles, such as mutual funds and retirement accounts, as long as the Investigator does not directly control the investment decisions made in these vehicles; or
- Income from seminars, lectures, or teaching engagements sponsored by a Federal, state, or local government agency; an institution of higher education as defined at 20 U.S.C. 1001(a); an academic teaching hospital; a medical center; or a research institute that is affiliated with an institution of higher education; or
- Income from service on advisory committees or review panels for a Federal, state, or local government agency; an institution of higher education as defined at 20 U.S.C. 1001(a); an academic teaching hospital; a medical center; or a research institute that is affiliated with an institution of higher education.

PROCEDURES

Responsibilities of the Designated Official

The Designated Official or their designee shall be responsible for the following:

- Informing TamuroBio Investigators of their obligations under this policy and any related regulations
- Reviewing disclosures of Significant Financial Interest with TamuroBio's Administrator to determine whether they are related to the subject research and, if so, whether they constitute a Financial Conflict of Interest
- Screening and managing potential Financial Conflicts of Interest

- Maintaining all records relating to disclosures of Financial Interests, TamuroBio’s review of and response to such disclosures, and any related actions under this policy
- Ensuring inclusion of any required certifications in applications for funding or contract proposals
- Reporting and disclosure as required under this policy and applicable regulations

For PHS-funded research, the Designated Official shall also have the following responsibility:

Taking reasonable steps to ensure that Investigators for subrecipients (e.g., subgrantees, subcontractors, or collaborators) fully comply with this policy or provide TamuroBio with sufficient assurances to enable TamuroBio’s compliance with all applicable laws or regulations. To this end, the written agreement between TamuroBio and the subrecipient will specify whether TamuroBio’s or the subrecipient’s Financial Conflict of Interest policy will apply to the subrecipient’s Investigators and, if the subrecipient’s policy will apply, the Designated Official will:

1. Obtain certification from the subrecipient that its policy complies with TamuroBio’s policy and the applicable regulations (absent such certification, TamuroBio’s policy will apply to the subrecipient’s Investigators, and
2. Establish time periods for subrecipient reporting of Financial Conflicts of Interest to TamuroBio that enable TamuroBio to report such conflicts in a timely manner, as required under its policy and the applicable regulations.

If TamuroBio’s policy will apply to the subrecipient Investigators, TamuroBio will be responsible for meeting the requirements of this policy and the reporting obligations reflected in the applicable regulations.

Internal Reporting Requirements

For PHS Funded Research, as part of the funding application or proposal and prior to performing any work on the research, each Investigator who is planning to participate in the research is required by regulation to complete a Significant Financial Interest Disclosure (SFID) Form and submit the SFID Form to TamuroBio’s Designated Official. This requirement also applies to Investigators who are or who work for subgrantees, subcontractors, or collaborators on PHS-funded research. SFID Forms will be provided to Investigators in conjunction with the annual training and will otherwise be made available. The Designated Official will review SFID submissions. The information reported on the SFID Form includes a listing of the Investigator’s known Significant Financial Interests and those of their Immediate Family that reasonably appear to be related to the research or that are in entities whose Financial Interests could be affected by the research.

TamuroBio Investigators in non-PHS Funded Research who have any Significant Financial Interest that may reasonably appear to be affected by the research are also expected to complete the SFID Form and submit it to the Designated Official.

Investigators are expected to submit an updated SFID Form during the period of the award as necessary (at least annually for PHS Funded Research). The annual update will typically be done in conjunction with completion of the annual training. Such disclosures shall include any information that was not previously disclosed; any change in information regarding any previously disclosed Significant Financial Interest; or, within 30 days of discovery or acquisition, any new Significant Financial interest (e.g., an interest acquired through purchase, marriage, or inheritance).

Determination and Management of Financial Conflicts of Interest

Upon receipt of a completed SFID Form, the Designated Official shall determine whether an Investigator’s Significant Financial Interest is related to the subject research and, if so, whether the interest constitutes a Financial Conflict of Interest under this policy and any applicable regulations. The Investigator may be required to submit additional information as part of the process. A disclosed interest may be related to the subject research either because the interest could be affected by the research or because it is in an entity whose Financial Interest could be affected by

the research. A Financial Conflict of Interest exists if the Significant Financial Interest could directly and significantly affect the design, conduct, or reporting of the research.

If TamuroBio determines that a Financial Conflict of Interest exists, a financial conflict of interest management plan will be implemented and monitored on an ongoing basis. The management plan will include appropriate steps to manage, reduce, or eliminate the conflict. The following are examples of conditions or restrictions that might be imposed:

- Disclosure to research participants or the public of significant financial interests (e.g., when presenting or publishing the research);
- Monitoring of research by independent reviewers;
- Modification of the research plan;
- Disqualification of staff from participation in all or a portion of the research;
- Reduction or divestiture of a financial interest; or
- Severance of relationships that create actual or potential conflicts.

In addition to the conditions or restrictions described above, TamuroBio may require the management of conflicting financial interests in other ways as it deems appropriate.

External Reporting Requirements

TamuroBio will disclose Financial Conflicts of Interest as required by applicable laws or regulations. Before expending any funds under a PHS award, TamuroBio will ensure public accessibility by posting Financial Conflicts of Interest information on a publicly available web site or by responding in a timely manner to written requests as required under the regulations. The Designated Official will also report to the PHS Awarding Component, as detailed in the regulations, the existence of any Financial Conflict of Interest that has not been eliminated and will ensure that TamuroBio has implemented a plan to manage the conflict.

If a Financial Conflict of Interest is identified after its initial reporting and during ongoing research (e.g., through participation of a new Investigator) and has not been eliminated, TamuroBio will provide the PHS Awarding Component with an update within 60 days and ensure that it has implemented a plan to manage the conflict. If the Financial Conflict of Interest report involves a Significant Financial Interest that was not disclosed by an Investigator or not previously reviewed or managed by TamuroBio (e.g., not reviewed or reported by a subrecipient in a timely manner), TamuroBio will undertake a retrospective review within 120 days. Such retrospective review will determine whether there was bias in the design, conduct, or reporting of the PHS-funded research, or portion thereof, conducted prior to the identification and management of the conflict. If bias is found, TamuroBio will promptly notify the PHS Awarding Component and submit a mitigation report. Upon request, TamuroBio will provide HHS with information relating to any Investigator disclosure of Significant Financial Interests; TamuroBio's review of, and response to, such disclosure; and whether the disclosure resulted in TamuroBio's determination of a Financial Conflict of Interest.

Confidentiality

TamuroBio will, to the extent possible, protect the confidentiality of disclosures. In every instance, TamuroBio will endeavor to balance the privacy interests of individuals with its responsibility and obligation to identify and manage conflicts of interest. Disclosures will be available to TamuroBio staff only on a need-to-know basis and will not be disclosed outside of TamuroBio unless necessary to comply with contractual, legal, or regulatory requirements.

Investigator Noncompliance

If an Investigator knowingly fails to comply with this policy (e.g., fails to identify an actual or potential Financial Conflict of Interest), TamuroBio may take appropriate disciplinary action, which may include, without limitation,

termination of the Investigator's participation in the research. In addition, for PHS-funded research, failure to comply with this policy or the applicable regulations shall result in the following:

- If the Investigator's failure to comply with this policy or a Financial Conflict of Interest management plan has biased the design, conduct, or reporting of the PHS-funded research, TamuroBio shall promptly notify the PHS Awarding Component of the corrective action taken or to be taken;
- TamuroBio will make available to HHS all records pertinent to Financial Conflicts of Interest and the management of those conflicts; and
- If HHS determines that a clinical PHS-funded research project whose purpose is to evaluate the safety or effectiveness of a drug, medical device, or treatment has been designed, conducted, or reported by an Investigator with a Financial Conflict of Interest that was neither disclosed nor managed, TamuroBio shall require disclosure of the conflicting interest in each public presentation of the results of the research and shall request an addendum to previously published presentations, if necessary.

Training and Education

Investigators receive training to promote objectivity in research and to ensure Investigator compliance with regard to the applicable regulations and significant financial interest disclosure obligations. The training module and other resources developed by NIH will be updated as appropriate and can be accessed through the NIH Web site.

TamuroBio requires Investigators to complete such training every four years, and when any of the following occurs:

- TamuroBio revises its Financial Conflict of Interest policy or procedures in any manner that affects the Investigator's obligations;
- An Investigator is new to TamuroBio; or
- TamuroBio finds that an Investigator is not in compliance with this policy or a Financial Conflict of Interest management plan.

Retention of Records

The Designated Official will retain Financial Conflict of Interest disclosure forms and other supporting information. For PHS-funded research, records of all financial disclosures, whether or not they result in a reporting obligation, and all actions taken by TamuroBio with respect to each Financial Conflict of Interest will be retained for at least 3 years from the date of submission of the final expenditures report or final payment on the contract or, where applicable, from other dates specified in 45 CFR 74.53(b), 45 CFR 75.361, or 48 CFR Part 4, Subpart 4.7.

POINT OF CONTACT

Public


Members of the Public and Federal Organizations that have a right to FCOI information should contact TamuroBio through the contact form located on the TamuroBio website at www.tamurobio.com.

Internal

TamuroBio associates should contact the Designated Official directly.

POLICY APPROVAL

Policy was approved by TamuroBio Leadership and is effective on March 31, 2023.

Title	Signature		Date
President			March 31, 2023