

English			
OSHKOSH CORPORATION GLOBAL POLICY		Approver	VP & Chief Ethics, Compliance and Sustainability Officer
Title	Conflict of Interest	Prepared By	Global Ethics & Compliance
Number	GBL-POL- LGL011-CHI	Last Revised	7/13/2022

Chinese-CN			
OSHKOSH CORPORATION 全球政策		审批者	副总裁兼首席道德、 合规与可持续发展官
标题	利益冲突	编制者	全球道德与合规团队
编号	GBL-POL- LGL011-CHI	上次修订日期	7/13/2022

PURPOSE	目的
<p>The purpose of this policy is to provide guidance to all team members of Oshkosh Corporation and each of its subsidiaries (collectively referred to herein as the "Company") regarding conflicts of interest. A conflict of interest occurs when you have a personal or outside (non-company) interest that conflicts or may conflict with the best interests of the Company. An activity constituting an actual conflict of interest is never acceptable, and you must avoid any activity involving even the appearance of such a conflict unless you have proper approval as defined in this policy. Also, you may not engage other people to do indirectly what you are prohibited from doing yourself.</p>	<p>本政策旨在为 Oshkosh Corporation 及其所有子公司（以下统称为“公司”）的所有团队成员提供有关利益冲突的指导。当个人或外部（非公司）利益与公司的最佳利益存在或可能存在冲突时，就会引发利益冲突。公司绝不接受构成实际利益冲突的活动，您必须避免涉及甚至疑似存在此类冲突的任何活动，除非已按本政策的规定得到适当批准。此外，您不得让他人间接从事您被禁止从事的活动。</p>
SCOPE	范围
<p>This policy applies to all team members of the Company.</p>	<p>本政策适用于公司的所有团队成员。</p>
DEFINITIONS	定义
<p><i>Close or Romantic Relationship</i> – A relationship with another person where you are closely acquainted, familiar, private, personal, intimate or romantic.</p>	<p><i>亲密关系或恋爱关系</i> – 与另一个人建立的亲密、熟悉、私人、个人、密切或恋爱关系。</p>
<p><i>Corporate Opportunities</i> – A Corporate Opportunity is a potential business transaction that a team member discovers through the use of Company property or information or the team member's position at the Company.</p>	<p><i>企业机会</i> – 企业机会是团队成员通过使用公司财产或信息或者团队成员在公司的职位发现的潜在业务交易。</p>

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<p><i>Family member, relative or member of household</i> – For purposes of this policy, this includes, but may not be limited to, your spouse, domestic partner, fiancée, child (including a step, foster or adoptive child), child's spouse, parent, stepparent, parent-in-law, sibling (including step or half sibling), sister- or brother-in-law, aunt, uncle, nephew, niece, cousin, grandparent, grandchild or anyone residing in your household.</p>	<p><i>家人、亲属或家庭成员</i> - 在本政策中, 这包括但不限于您的配偶、家庭伴侣、未婚妻、子女(包括继子女、寄养或领养子女)、子女的配偶、父母、继父母、岳父母、兄弟姐妹(包括同父异母或同母异父)、兄嫂、弟媳、姐夫、妹夫、阿姨、叔叔、侄子、侄女、外甥、外甥女、表/堂兄弟姐妹、祖父母、外祖父母、孙子/女、外孙/外孙女或住在您家里的任何人。</p>
<p>Passive Investment – a purely financial involvement in an organization for which you perform no managerial functions, provide no advice, and have no ability to influence the policies, products or business of the outside organization. Passive investments include ownership of shares in a public company, whether held individually, in a 401k plan, or as an investment in a stock mutual fund or stock market index fund.</p>	<p>被动投资 - 对外部组织的纯粹财务参与, 您不为其履行任何管理职能, 不提供建议, 也没有能力影响该组织的政策、产品或业务。被动投资包括持有上市公司的股票, 无论是单独持有、在 401k 计划中持有, 还是作为对股票共同基金或股票市场指数基金的投资。</p>
<p><i>Proper approval</i> – Proper approval includes that you discuss any potential conflicts of interest with your leader and disclose potential conflicts of interest to Global Ethics & Compliance for review and approval before starting or continuing the activity in question.</p>	<p><i>适当批准</i> - 适当批准包括在开始或继续相关活动之前, 与您的领导讨论任何潜在利益冲突, 并向全球道德与合规部披露潜在利益冲突, 以便进行审查和批准。</p>
<p><i>Supplier</i> – Any person or entity that provides goods or services to the Company.</p>	<p><i>供应商</i> - 向公司提供商品或服务的任何个人或实体。</p>
<p>POLICY</p>	<p>政策</p>
<p>We make decisions on behalf of the Company every day and are responsible for making those decisions in the Company's best interests, independent of any outside influences. As team</p>	<p>我们每天都会代表公司做出决策, 我们有责任确保决策符合公司的最佳利益, 而不受任何外部影响。作为公司的团队成员, 我们必须能够代表公司履行职责并行使我们的判断, 而不受利益冲突或疑似利益冲突的影响。如果外部利</p>

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members of the Company, we must be able to perform duties and exercise our judgment on behalf of the company without being impacted by conflicts of interest, or the appearance of conflicts of interest. Judgment or decision-making could be inappropriately influenced when the outside interest:	益满足以下条件, 则您的判断或决策可能受到不当影响:
<ul style="list-style-type: none"> Impacts your ability to make decisions on what is best for the Company, 	<ul style="list-style-type: none"> 影响您做出对公司最有利决策的能力,
<ul style="list-style-type: none"> Affects your impartiality (for example, in choosing between two suppliers or two potential team members), or 	<ul style="list-style-type: none"> 影响您的公正性 (例如, 在两个供应商或两个潜在团队成员之间进行选择), 或者
<ul style="list-style-type: none"> Introduces personal or non-business issues into what should be a business decision. 	<ul style="list-style-type: none"> 将个人或非业务问题引入业务决策。
As team members, we owe a duty to the Company to advance its legitimate interest when the opportunity to do so arises, and not to advance our own interest at the expense of the company.	作为团队成员, 我们有责任在一切机会下推进公司的合法利益, 而不是为了自身利益而损害公司利益。
In the area of conflicts of interest, the appearance of a problem can often create as much harm as the actual existence of a problem. This is because the appearance of a conflict can raise doubts or arouse suspicions among co-workers, customers, suppliers, shareholders and others that can be damaging in themselves. Although we cannot list every conceivable conflict, following are some examples that illustrate actual or apparent conflicts of interest that must be disclosed:	在利益冲突领域, 疑似问题所造成的危害往往与实际问题的相当。这是因为疑似冲突可能引起同事、客户、供应商、股东以及他人对自身可能遭受的伤害的怀疑或疑虑。尽管我们无法列出所有可以想到的冲突, 但以下提供了一些示例, 说明了必须披露的实际或疑似利益冲突:
<u>Significant Personal Relationships</u>	<u>重要的人际关系</u>

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You must be sensitive to issues of security, confidentiality and conflicts of interest if you, a family member, or a close personal friend has a personal stake in or is employed by a company that is a current or potential customer, supplier, or sales agent (distributor, sales representative, etc.) Such a situation, however harmless it may appear to you, could raise doubts or arouse suspicions among others that might affect your working relationships. To avoid or eliminate any such doubts or suspicions, you must disclose your specific situation to the Company. If you find yourself in this situation, you must not use your position to influence the bidding process or negotiations in any way. If you are directly involved in the decision-making process, you must notify your direct leader immediately and remove yourself from the decision-making process.

如果您、家庭成员或亲密的个人朋友在属于本公司当前或潜在客户、供应商或销售代理（经销商、销售代表等）的公司拥有个人股份或受雇于该公司，则您必须对安全问题、机密性问题以及利益冲突保持敏感。这种情况在您看来可能无关紧要，但可能引发他人的怀疑或疑虑，从而影响您的工作关系。为避免或消除任何此类怀疑或疑虑，您必须向公司披露您的具体情况。如果您发现自己处于这种情况，则不得使用自己的职位，以任何方式影响招标流程或谈判。如果您直接参与决策流程，则必须立即通知您的直接领导并退出决策流程。

A perceived or actual conflict may arise if a personal or family relationship between team members exists, particularly one that is also a reporting relationship. The Company respects the privacy of personal affairs of all team members, but team members must disclose to their direct leader and Human Resources the existence of a family member relationship or a close or romantic relationship where there exists a direct or indirect reporting relationship. It is important to avoid even the appearance of bias, impropriety or undue influence or favoritism, so any relationships that could be viewed as such should be disclosed to your direct leader and Human Resources. The Company will make decisions on these situations on a case-by-case basis.

如果团队成员之间存在个人或家庭关系，尤其是工作汇报关系，可能产生疑似或实际冲突。公司尊重所有团队成员的个人隐私，但团队成员必须向其直接领导和人力资源部披露存在直接或间接汇报关系的家人关系、亲密关系或恋爱关系。避免疑似偏见、不当行为、不当影响或偏袒至关重要，因此您必须向直接领导和人力资源部报告任何被认为可能引发这种情况的关系。公司将根据具体情况做出相关决策。

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<p><u>Corporate Opportunities and Investment in Other Businesses</u></p>	<p><u>公司机会和其他企业的投资</u></p>
<p>You should advance the Company's interests whenever the opportunity to do so arises. Making use of business opportunities discovered or learned through your position at the Company may result in an inappropriate personal gain for you, a family member or someone with whom you have a close personal relationship. You may not take personal advantage of opportunities that properly belong to the Company, unless properly disclosed and approved in advance.</p>	<p>您应在一切机会下推进公司的利益。利用您通过公司职位发现或了解到的商业机会，可能会给您、家人或与您存在亲密私人关系的人带来不当个人利益。除非事先进行了适当披露并得到批准，否则您不得利用理应属于公司的机会获取个人利益。</p>
<p>For example, without full disclosure and proper approval, you may not:</p>	<p>例如，未经全面披露和适当批准，您不得：</p>
<ul style="list-style-type: none"> • Purchase, sell or lease real estate or other facilities that you know or have reason to know that the Company may be interested in, or may need in the future. 	<ul style="list-style-type: none"> • 购买、出售或租赁您知道或有理由知道公司未来可能有兴趣或需要的房地产或其他设施。
<ul style="list-style-type: none"> • Take personal advantage of an opportunity that properly belongs to the Company. 	<ul style="list-style-type: none"> • 利用理应属于公司的机会获取个人利益。
<p>Executive Leadership Team members must obtain prior approval of the General Counsel and the Oshkosh Corporation Board of Directors' Human Resources Committee before entering into any such transaction or negotiation or availing themselves of any such opportunity.</p>	<p>执行领导团队成员必须事先获得总法律顾问和Oshkosh Corporation 董事会人力资源委员会的批准，才能进行任何此类交易或谈判，或者利用任何此类机会。</p>
<p>Personal relationships with suppliers, customers and others must not affect decisions and judgment, and in general, you should avoid financial interests in any companies if you work with or can direct work to the other company. Significant</p>	<p>与供应商、客户和其他人的私人关系不得影响决策和判断，一般而言，如果您与其他公司合作或者可以指导对其他公司开展的工作，则应避免在任何此类公司存在财务利益。不要求在利益冲突问卷中披露重要的个人关系；但是，如果未向您的直接领导和/或人力资源部报告此</p>

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<p>personal relationships are not required to be disclosed within the Conflict of Interest Questionnaire; however, it is an ethical violation if the relationship is not reported to your direct leader and/or Human Resources. If you face a situation where you feel there may be a conflict, you should report all pertinent details to your direct leader and to the Company.</p>	<p>类关系，则此行为违反道德规范。如果您认为自己面临可能造成冲突的情况，则应向您的直接领导和公司报告所有相关细节。</p>
<p><u>Outside Employment and Other Affiliations</u></p>	<p><u>外部雇佣关系和其他关系</u></p>
<p><i>Outside employment:</i> Outside employment can create significant issues for both team members and our Company, including potential conflicts of interest, low productivity, and the theft or misuse of Company assets or intellectual property. You must not take another job that interferes with your ability to do your job at our Company. This includes, among other things:</p>	<p><i>外部雇佣关系:</i> 外部雇佣关系可能会给团队成员和公司带来重大问题，包括潜在利益冲突、工作效率低下以及盗窃或滥用公司资产或知识产权。您不得接受其他影响您在本公司工作能力的工作。其中包括但不限于：</p>
<ul style="list-style-type: none"> operating an outside business or performing any work for another entity during the time you are expected to be performing work for our Company, 	<ul style="list-style-type: none"> 在理应为公司履行工作的时间经营外部业务或执行其他实体的工作，
<ul style="list-style-type: none"> performing work for a company that is performing work or providing services to our Company, 	<ul style="list-style-type: none"> 为正在为本公司工作或提供服务的公司执行工作，
<ul style="list-style-type: none"> performing work that is not directed by the Company for a customer or competitor, 	<ul style="list-style-type: none"> 为客户或竞争对手执行非本公司指示的工作，
<ul style="list-style-type: none"> or using Company property, equipment or information for non-Company uses. 	<ul style="list-style-type: none"> 或者将公司财产、设备或信息用于非公司用途。

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<p>If you are considering taking an outside job, you should contact your leader for guidance before doing so. All outside employment must be disclosed.</p>	<p>如果您正在考虑接受外部工作，则应首先联系您的领导寻求指导。必须披露所有外部雇佣关系。</p>
<p><i>Board of Directors:</i> If you are considering serving on the board of directors for a supplier, customer or competitor of the Company or for an industry organization or standard setting board, you must obtain prior written approval from all three of: (1) your direct leader, (2) Global Ethics & Compliance, and (3) the Executive Leadership Team member for your group. Executive Leadership Team members wishing to serve on the board of directors of other companies must obtain prior approval of the General Counsel and the Oshkosh Corporation Board of Directors' Human Resources Committee.</p>	<p>董事会: 如果您正在考虑在本公司的供应商、客户或竞争对手的董事会任职，或者正在考虑为行业组织或标准制定委员会工作，则必须先获得以下三方的书面批准：(1) 您的直接领导，(2) 全球道德与合规部，以及 (3) 您集团的执行领导团队成员。希望在其他公司的董事会任职的执行领导团队成员，必须事先获得总法律顾问以及 Oshkosh Corporation 董事会人力资源委员会的批准。</p>
<p><u>Public Service and Charitable Activities</u></p>	<p><u>公共服务和慈善活动</u></p>
<p>As part of the Company's commitment to being involved in the communities where our team members work and live, you are encouraged to make contributions of personal time or financial resources to charitable, educational, and community-service organizations. Care must be taken to avoid potential conflicts of interest between our Company and the organization you wish to serve as conflicts can exist even where no personal gain or economic interest is involved. If an organization with which you are involved seeks to do business with our Company or seeks donations from our Company, you should fully disclose the situation to decision-making Company personnel.</p>	<p>作为公司对团队成员工作和生活所在社区的承诺的一部分，我们鼓励您为慈善、教育和社区服务组织贡献个人时间或财务资源。您必须谨慎避免本公司与您希望服务的组织之间的潜在利益冲突，因为即使在不涉及个人利益或经济利益的情况下，利益冲突也可能存在。如果服务涉及的组织希望与公司开展业务或寻求公司的捐赠，您应向公司的决策人员充分披露该情况。</p>
<p>Contributions of company time and financial resources to non-profit</p>	<p>为非营利组织贡献公司时间和财务资源可能会造成利益冲突，并引发法律和监管问题。为了</p>
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<p>请参阅政策和程序资源库以获取最新版本 打印日期: 1/11/2023</p>	<p>第 7 页, 共 12 页</p>

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<p>organizations can create conflicts of interest as well as present legal and regulatory concerns. To ensure compliance before making a contribution of corporate resources for charitable or community purposes, you must obtain approval through the Corporate and/or Segment approval process for these contributions.</p>	<p>在向慈善机构或社区捐赠公司资源之前保证合规性，您必须通过公司和/或部门批准流程获得捐赠批准。</p>
<p><u>Exchanging Business Courtesies</u></p>	<p><u>商务赠礼往来</u></p>
<p>While the exchange of modest business courtesies can help build business relationships, accepting or providing business courtesies that are excessive or inappropriate can harm your reputation and the reputation of our Company. Offering or accepting gifts or entertainment can potentially be problematic because these can be viewed as attempts to influence the performance of duties and, in some cases, could create a conflict of interest. Further guidelines for business courtesies are included in GBL-POL-LGL006, Gifts and Entertainment.</p>	<p>尽管适度的商务赠礼往来有助于建立业务关系，但接受或提供过度或不当的商务赠礼可能损害您的声誉和公司声誉。提供或接受礼品或招待都可能引发问题，因为这些行为可能被视为试图影响员工履行职责，在某些情况下可能引发利益冲突。GBL-POL-LGL006 “礼品和招待” 中包含有关商业赠礼的进一步指南。</p>
<p><u>Disclosure of Conflicts of Interest</u></p>	<p><u>利益冲突的披露</u></p>
<p>You should not act in a manner that is not in the best interest of the Company or that could adversely affect the confidence of our customers, suppliers or team members in the Company or its procedures. Full disclosure and candid discussion are elements of our commitment to “do the right thing” and will help ensure that no conflict is present or perceived by others to be present. Full disclosure will also help prevent others from questioning your decisions or intent.</p>	<p>您不应以不符合公司最佳利益的方式行事，也不得对公司或其程序中涉及的客户、供应商或团队成员的信心造成负面影响。全面披露和坦诚讨论是我们“正确行事”承诺的要素，有助于避免利益冲突或他人认为的利益冲突。全面披露也有助于避免他人质疑您的决策或意图。</p>

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You are expected to discuss any potential conflicts of interest with your direct leader and disclose potential conflicts of interest to Global Ethics & Compliance before starting or continuing the activity in question. Disclosure to Global Ethics & Compliance is accomplished by completing and submitting the [Conflict of Interest Questionnaire](#) via the Corporate SharePoint site for Conflicts of Interest within five (5) business days of becoming aware of the potential conflict. If you are in doubt about whether a conflict exists, you should always err on the side of full disclosure. The Company will then assist you in determination whether a conflict actually exists and in deciding on an appropriate solution to eliminate or establish appropriate safeguards for the conflict.

在开始或继续相关活动之前，您应与直接领导讨论任何潜在利益冲突，并向全球道德与合规部披露潜在利益冲突。在认识到潜在冲突后的五（5）个工作日内，通过公司利益冲突 SharePoint 站点填写并提交[利益冲突问卷](#)，即可向全球道德与合规部完成披露。如果您对是否存在冲突存有疑问，则应始终全面披露。之后，公司将协助您确定冲突是否实际存在，并决定是否采取适当的解决方案来消除冲突或创建相应的保护措施。

A Conflict of Interest Questionnaire is required annually for all office team members where not prohibited by law or collective bargaining/union/works council agreements. Along with the Conflict of Interest Questionnaire, these team members will receive a copy of this Conflict of Interest Policy and will be required to affirm that they have read and understand the Policy. If, after completion of the questionnaire, the team member becomes aware of anything that could give rise to a potential conflict of interest with respect to a proposed contract, transaction or other arrangement involving the Company, the team member is required to update their previous submission on the Corporate SharePoint site for Conflicts of Interest.

在不违反法律或集体谈判/工会/劳资协议会协议的情况下，所有办公室团队成员每年均需要填写一份利益冲突问卷。除了利益冲突问卷之外，这些团队成员还将收到一份本利益冲突政策的副本，并需要确认他们已阅读并理解本政策。如果团队成员在完成问卷后发现拟议合同、交易或与公司相关的其他安排可能引发潜在利益冲突，则需要更新之前在公司利益冲突 SharePoint 站点上提交的信息。

GLOBAL POLICY			
Title:	Conflict of Interest		
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Failure to disclose potential conflicts of interest, overriding or ignoring mitigation measures implemented to manage the conflict, or continuing a conflict that has been disapproved by management will result in disciplinary action up to, and including, termination of employment.	未能披露潜在利益冲突、违背或忽略为管理冲突而采取的缓解措施，或者继续被管理层拒绝的冲突均将导致纪律处分，严重者将被解雇。
<u>Disclosure Review Process</u>	<u>披露审核流程</u>
Potential or actual conflicts of interest identified via the Conflict of Interest Questionnaire will be reviewed by appropriate management who will perform additional investigation, as deemed appropriate, and analyze whether any such disclosed situations give rise to a Conflict of Interest. Team members will receive guidance regarding any additional action required due to a Conflict of Interest. Additional action may include controls to avoid or mitigate the possible conflict or a recommendation to end the activity in question.	通过利益冲突问卷识别的潜在或实际利益冲突将得到相应管理人员的审核，他们将视情况开展其他调查，并分析任何此类披露的情况是否会引发利益冲突。团队成员将收到相关指导，了解是否应就利益冲突采取任何额外措施。额外措施可能包括通过控制避免或缓解可能的冲突，或者建议结束相关活动。
REFERENCES	参考资料
<i>The Oshkosh Way</i>	<i>The Oshkosh Way</i>
<i>Conflict of Interest Questionnaire</i>	<i>利益冲突问卷</i>
<i>GBL-POL-LGL006 – Gifts and Entertainment</i>	<i>GBL-POL-LGL006 - 礼品和招待</i>
<i>GBL-POL-ISD009 – Acceptable Use</i>	<i>GBL-POL-ISD009 - 可接受的使用</i>
CONTACTS	联系人
Amy Thiel, Director, Global Ethics & Compliance, ext. 63225, athiel@oshkoshcorp.com	Amy Thiel, 全球道德与合规部总监, 分机 63225, athiel@oshkoshcorp.com

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Kevin Tubbs, Vice President and Chief Ethics, Compliance and Sustainability Officer, ext. 63043, ktubbs@oshkoshcorp.com	Kevin Tubbs, 副总裁兼首席道德、合规与可持续发展官, 分机 63043, ktubbs@oshkoshcorp.com
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REVISION (see below criteria to determine if a new revision number is applicable)	修订 (请参阅下方标准以确定新版本号是否适用)
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Revision (Version)	Description of Change	修订 (版本)	变更说明	修订者
1.0	New Policy	1.0	新政策	全球道德与合规团队
2.0	Updated Policy References	2.0	更新了政策参考资料	Amy Thiel
3.0	Complete Rewrite	3.0	完整重写	Amy Thiel
4.0	Updated Definition section	4.0	更新了定义部分	Amy Thiel
5.0	Revised purpose, scope, added definition and updated disclosure requirements for or romantic relationships, and updated disclosure requirements for outside employment.	5.0	修改了目的和范围, 补充了亲密关系或恋爱关系的定义并更新了披露要求, 更新了外部雇佣关系的披露要求。	Amy Thiel

Note: Each revision number creates a new version of the policy with the old version being archived with the retention of subsequent plus 10 years

注: 每个修订号都将创建政策的新版本, 旧版本将进行存档并保留 10 年

LAST REVIEWED	上次审核日期
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Last Reviewed Date: 7/13/2022	上次审核日期: 7/13/2022
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<input type="checkbox"/> New Policy	<input type="checkbox"/> 新政策
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<input type="checkbox"/> Complete Rewrite	<input type="checkbox"/> 完整重写
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If applicable, reference previous number CLICK OR TAP HERE TO ENTER TEXT.	如适用, 请参考之前的编号单击或点击此处以输入文本。
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<input checked="" type="checkbox"/> Content Changes (include description of change in Revision section above)	<input checked="" type="checkbox"/> 内容变更 (包括上述“修订”部分的变更说明)
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A new revision number is not applicable if the only changes made are in the list below:	如果仅对下列某项进行了变更, 则不适于采用新版本号:
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<input type="checkbox"/> No Changes Made	<input type="checkbox"/> 无变更
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<input type="checkbox"/> Formatting	<input type="checkbox"/> 格式
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<input type="checkbox"/> Grammar	<input type="checkbox"/> 语法
<input type="checkbox"/> Contacts	<input type="checkbox"/> 联系人
<input type="checkbox"/> Responsible Party	<input type="checkbox"/> 责任方
<input type="checkbox"/> Approver	<input type="checkbox"/> 批准人
<input type="checkbox"/> Number Changed, Previous Number Was: CLICK OR TAP HERE TO ENTER TEXT.	<input type="checkbox"/> 编号变更, 之前的编号为: 单击或点击此处以输入文本。