

Annexure-I

IISER Mohali Conflict of Interest Policy concerning entrepreneurship activities of Faculty, Staff and Students

IISER Mohali seeks to encourage entrepreneurship and any possibility of translating any results of its research into societal use in a way that benefits the public by creating new products and promoting economic development. IISER Mohali seeks to achieve this in a way that minimizes potential conflicts of interest.

This document is to enable an interested person to recognise situations that may be subject to question, to take steps to minimise such conflicts and to ensure that such situations are properly reviewed and, if necessary, corrected. All potential conflict of interest situations should be handled in a manner and all relevant activities are conducted in a manner consistent with the values of IISER Mohali, and public values and interests.

A key requirement for faculty, staff or students who wish to begin entrepreneurial activity is that care must be taken to separate clearly and cleanly the personal financial aspects of the entrepreneurial activities from their respective roles, duties and responsibilities in IISER Mohali. Participation in the Technology Business Incubator (TBI) at IISER Mohali or financial interest in any start-up outside the incubator, such entrepreneurial activities should not be confused with assigned duties of IISER Mohali. The use of IISER Mohali facilities and equipment must be free from unauthorised or conflicting uses and must be compensated for as per the policies of IISER Mohali. Appropriate judgement should be applied by all concerned parties while assessing the genuineness of conflicting interests

Care should be taken by the Faculty Members, staff and students regarding the following:

- They should disclose any shares or investments beforehand to IISER Mohali in a company
- They should not accept any executive position in a company suggesting management responsibility, without the express approval of the institute administration.
- They should take a leave of absence if engaging in a management role in a company
- Faculty Members and staff should avoid situations in which, students and staff might feel expected to be involved in company activities
- They should abide by the entrepreneurship guidelines approved by IISER Mohali

Further, the Faculty Members involved in incubate companies must be careful of the following:

- They must not circumvent prevailing policies for making use of IISER Mohali's facilities for the benefit of an incubate company, in which he/ she is an interested person
- Must not make use of the suppliers and service providers of IISER Mohali for undue advantage of an incubate company, in which he/ she is an interested person
- All financials of the company should be insulated from that of IISER Mohali
- Must not involve current students in activities of the company
- Post-docs/RAs recruited at IISER Mohali should not continue at IISER Mohali for more than a year after being associated with the company.
- Must not involve Regular and/or contractual staff without compensation and prior permission from the Institute.
- Company personnel cannot be affiliated with the Institute without prior permission.

It is encouraged that a faculty incubated company of IISER Mohali ensures that there is no infringement of existing intellectual property. However, it is expected that the Faculty Member would translate the Institute created research through the company.