



Facilities Management eXpress

Conflict of Interest Policy

A "Conflict of Interest" is typically defined as an action or relationship that might impair an employee's ability to make objective and fair decisions relating to the employee's job performance. Many organizations add the words "even the appearance of a conflict" to the definition. FMX strongly believes in the avoidance of Conflict of Interest or the appearance of Conflict of Interest in all its dealings with customers, suppliers, employees, and affiliates and expects affiliates to behave in a similar manner.

Affiliates

Facilities Management eXpress, LLC has developed an Affiliate Marketing Program which enlists the help of existing customers and others to spread the word about the company's products and services. FMX believes its services improve the lives of facilities managers and make their organizations more productive while reducing their costs. The company has chosen to compensate affiliates with commission payments directly related to their success in helping FMX build its business.

FMX recognizes the potential for there to be a conflict of interest if any commissions were to be paid to an Affiliate for revenue generated from a purchase by their employer. In such a case, FMX will discount the price paid by the employer by an amount equal to the commission that would have been paid to the Affiliate, or with the Employer's written approval, will pay a commission to the Affiliate in lieu of the discount.

FMX also encourages Affiliates to disclose their relationship with FMX to their employers to be certain the employer does not discern any conflict with the employee's ability to do their jobs. FMX believes total transparency of all relationships leads to the best possible outcomes for everyone.