

Conflict of Interest Policy

1. Purpose

The purpose of this Conflict of Interest Policy is to protect the interests of Ethoshelp when it is considering entering into a transaction or arrangement that might benefit the private interest of an officer, director, or key person of the organization. This policy is intended to ensure that all decisions are made in the best interest of the nonprofit and in compliance with applicable laws.

2. Definitions

Interested Person

Any director, officer, or key individual who has a financial or personal interest in a transaction or arrangement involving Ethoshelp.

Financial Interest

A person has a financial interest if they, directly or indirectly, through business, investment, or family:

- Have an ownership or investment interest in an entity Ethoshelp does business with
 - Have a compensation arrangement with Ethoshelp or with any entity it transacts with
 - Could potentially benefit financially from a decision
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3. Duty to Disclose

An interested person must disclose the existence of any financial or personal interest and all material facts to the board before any discussion or decision.

4. Determining Whether a Conflict Exists

After disclosure, the remaining board members will determine whether a conflict of interest exists.

5. Procedures for Addressing the Conflict

- The interested person must leave the meeting during discussion and voting
 - The board will review alternatives if applicable
 - The board will determine if the transaction is fair, reasonable, and in the best interest of Ethoshelp
 - A majority vote of disinterested board members is required
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6. Violations of the Policy

If a member fails to disclose a conflict:

- The board may take appropriate disciplinary action
 - This may include removal from decision-making or board position
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7. Records of Proceedings

Meeting minutes must include:

- The names of persons with conflicts
 - The nature of the conflict
 - The decision made and votes taken
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8. Annual Statements

Each director, officer, and key person shall annually sign a statement affirming that they:

- Have received a copy of the policy
 - Have read and understood it
 - Agree to comply with it
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9. Compensation

Any compensation arrangements must be reviewed and approved by individuals without a conflict of interest.