



Conflict of Interest Policy

Love Without Boundaries always works to ensure the highest level of ethical conduct of persons employed by or involved in the governance of the Foundation. This Conflict of Interest policy is to encourage transparency in those cases where a conflict or perceived conflict may arise.

A conflict of interest may be defined as an interest that might affect, or might reasonably appear likely to affect, the judgment or conduct of an individual associated with LWB.

A conflict of interest may exist when the interests or concerns of any employee, volunteer, Board member, or organization to which one of these people has allegiance, may be seen as competing with the interests or concerns of LWB, or may impair these people's independence or loyalty to LWB.

For example, a conflict of interest may exist if someone:

- has a business or financial interest in any third party dealing with LWB.
- holds office, serves on a Board, participates in management, or is employed by any third party dealing with LWB.
- receives remuneration or other financial gain from a transaction involving LWB (other than salary reported on a W-2 or W-9 or salary and benefits expressly authorized by the Board).

Disclosure:

Whenever any Board member has a conflict of interest or a possible perceived conflict of interest with LWB, he or she shall notify the Chairman of the Board of such conflict.

Whenever any employee, contractor, or volunteer has a conflict of interest or a possible perceived conflict of interest with LWB, he or she shall consult with the HR director and, if warranted, notify the Executive Director of such conflict.

When any conflict of interest is relevant to a matter under consideration or requiring action by the Board of Directors, the interested person shall call it to the attention of the Chairman of the Board of Directors and shall not be present during Board discussion or decision on the matter. However, that person shall provide the Board with any and all relevant information on the particular matter. The minutes of the meeting of the Board of Directors shall reflect that the conflict of interest was disclosed, that the interested person was not present during discussion or decision on the matter, and did not vote.

A copy of this conflict of interest policy shall be furnished to everyone who is presently serving this organization or who may hereafter become associated with it. The policy and its application shall be reviewed annually for the information and guidance of board members and staff members, each of whom has a continuing responsibility to scrutinize their transactions and outside business interests and relationships for potential conflicts and make such disclosures as described herein.