

CONSTRUCTION ANGELS CONFLICT OF INTEREST POLICY

RESOLVED: That the Board of Directors of the Construction Angels hereby assigns to the Finance Committee the following duties and responsibilities in the area of Conflict of Interest and Ethics:

1. To implement and oversee the long-standing policy of the Construction Angels:

That the Board members and other employees of the organization should avoid any situation which does or may involve a conflict between their personal interests and the interests of the Construction Angels; and

That it is in the best interest of the Construction Angels that continuing efforts be made to determine whether any such conflicts of interest do now, or might in the future, exist and, if so, to see that the conflicts are eliminated and/or that the interests of the Construction Angels are properly protected; and

That all board members and other employees of the Construction Angels should be alert and diligent to avoid situations or transactions involving conflicts of interest, and where such conflicts of interest do exist, to report the same to the Construction Angels to the end that the interests of the Construction Angels may be properly protected; and

That such Board members and other employees of the Construction Angels should bear in mind that counsel has advised the Board that a “conflict of interest” might exist in any situation in which the individual may be in a position to use his/her position with the Construction Angels for personal gain to the possible detriment of the Construction Angels, whether or not detriment to the Construction Angels actually results.

2. To cause the Executive Director of the Construction Angels, at least annually to transmit to all Board members and such other employees as may be designated by the chief volunteer officer, a letter which shall conform in all respects to the intent of this resolution, inquiring whether any such Board members, officers, or other employees are involved in conflict if interest situations or transactions.

3. To cause all such Board members and other employees promptly to report to the Executive Director of Construction Angels any situation presently existing, or which shall in the future exist, which might involve a conflict of interest as above defined; and to cause the Executive Director of the Construction Angels promptly to transmit all such reports to the Financial Committee. Said Committee shall review and act on any such conflict of interest which may be reported to it. In any case which shall be deemed appropriate by the Committee, it shall report the matter to the Board which will review such report and recommendation and vote on action that should be taken in the absence of any board member who may be implicated in such conflict of interest.