



CONFLICT OF INTEREST POLICY

Revised: December 2023

Purpose:

When engaged in the operations of LifeNet4Families, officers, employees, and volunteers are obligated to prioritize the best interests of LifeNet4Families. This commitment entails performing duties objectively, without allowing personal interests to compromise the organization's welfare. In instances of real or perceived conflicts of interest, disclosure is mandatory. Such disclosures will undergo review by designated LifeNet4Families personnel, who will make decisions on addressing the conflicts.

Guidelines:

1. **Avoidance of Conflicts:** Officers, employees, and volunteers must refrain from situations involving real or perceived conflicts of interest where their position with LifeNet4Families may be used, or appear to be used, for personal benefit or at the expense of LifeNet4Families.
2. **Impartial Decision-Making:** Personal interests should not interfere with the ability to make objective decisions in the best interests of LifeNet4Families.
3. **Considerations for Potential Conflicts:** In evaluating proposed actions or decisions, individuals should consider:
 - a. Relevance to the legitimate business of the organization.
 - b. Reasonableness in the circumstances.
 - c. Potential pressure to reciprocate or grant special favors.
 - d. Openness to discussion with other stakeholders.
4. **Association with Family and Friends:** Associations with family or friends should not influence decisions made on behalf of LifeNet4Families. Decisions must consistently prioritize the organization's best interests. Transactions involving third parties with whom there is a pre-existing relationship must be disclosed.
5. **Financial Transactions:** Officers, employees, and volunteers are prohibited from processing their own financial transactions or authorizing expenditures for personal benefit or for individuals with whom they have a non-arms-length relationship. Written authorization from the individual's supervisor, irrespective of their organizational level, is required for such transactions.

Compliance:

Failure to comply with this Conflict of Interest Policy may result in disciplinary action, including but not limited to, removal from roles, termination of employment, or cessation of volunteer activities with LifeNet4Families.

Acknowledgment:

By serving as an officer, employee, or volunteer, individuals affirm their commitment to abide by and adhere to the principles outlined in this Conflict of Interest Policy.