



Earth Share
OF OHIO

3528 N. High St. #E
Columbus, OH 43214-4090
Tel: 877-434-2357
614-263-6367
info@earthshareofohio.org

August 21, 2003

Conflict of Interest Policy
Resolution 0318

Whereas the Corporation adopted an Employee Handbook on November 18, 1999 that included a conflicts of interest policy for the Corporation's employees;

Whereas the Corporation adopted Resolution 0124 on November 15, 2001 wherein the Corporate "embraced" and committed itself to meet the organizational Standards of Excellence that were being promoted by the Ohio Association of Nonprofit Organizations for Ohio nonprofit organizations;

Whereas the Standards of Excellence included a guiding principle stating: "Nonprofit board and staff members should act in the best interest of the organization, rather than in furtherance of personal interests or the interests of third parties. A nonprofit should have policies in place, and should routinely and systematically implement those policies, to prevent actual, potential, or perceived conflicts of interest";

Whereas the Standards of Excellence include a standard that the organization should have a conflict-of-interest policy;

Whereas the Standards of Excellence include a standard that the organization should annually provide board members, staff, and volunteers with a conflict-of-interest statement;

Whereas the Corporation restated its commitment to attaining this standard of operation by its adoption of a Bylaw amendment (Article 12) on May 22, 2003 that codifies a conflict of interest policy;

Whereas Directors, staff and volunteers have heretofore not been presented with a written conflict of interest statement and a request that the parties disclose, in writing, any conflicts;

Now therefore, the newly seated Board of Directors and the Corporation's staff shall immediately review and acknowledge receipt and compliance with the attached Conflicts of Interest Statement:

Attachment: *Conflict of Interest Policy*

Approved by a majority of the Directors present at their August 21, 2003 meeting, as attested by:

Patricia Williamsen, President

Paul Bingle, CEO & Executive Director



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Conflict of Interest Policy
Adopted August 21, 2003

This policy is intended to fulfill the Duty of Loyalty for Directors, staff and volunteers of Earth Share of Ohio.

The standard of behavior in Earth Share of Ohio is that all Directors, staff and volunteers scrupulously avoid conflicts of interest between the interests of Earth Share of Ohio on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest. The avoidance and disclosure of conflicts of interest supports the Duty of Loyalty.

Director, employee or volunteer statement:

I understand that the purposes of this policy are to protect the integrity of the decision-making processes of Earth Share of Ohio, to enable our member organizations to have confidence in our integrity, and to protect the integrity and reputations of Directors, staff and volunteers.

Upon or before election, hiring or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it annually.

In the course of meetings, discussions and activities, I will disclose any interests in a transaction or decision where I (including the organization I represent, or other nonprofit affiliations), my family, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

Signed:

Date: