

Stewpot Community Services, Inc.

Conflicts of Interest Policy

Each member of the Board of Directors shall be appointed or elected to serve Stewpot Community Services, Inc (Stewpot). Each Director shall be expected to carry out his or her duties in a manner which inspires and assures the confidence of Stewpot and the broader community and avoids the appearance of any impropriety. The Directors shall not use their position as Directors, or knowledge gained from service as a Director, to further their own personal or financial advantage (or that of the Director's family) or otherwise create a conflict of interest.

A conflict of interest arises between the best interest of the Directors and that of Stewpot if a Directors or a Director's immediate family (a) has existing or potential financial interests which impair or might reasonably appear to impair the Directors independent, unbiased judgment in the discharge of his or her responsibilities to Stewpot or (b) holds a position as officer, director, partner, or controlling stockholder in an organization that has existing or potential interests that conflict with those of Stewpot or (c) is involved in an activity which could adversely affect the Directors Trustee's judgment with respect to the business of Stewpot. *Pro bono* services by a Director, the Director's immediate family members or a Directors firm or business shall not be considered a conflict of interest under this paragraph.

All Directors shall disclose to the Board any possible conflict of interest at the earliest practical time. No Directors shall vote on any matter or express opinion in discussion of any matter in which such Directors has a conflict of interest, whether under consideration by the Board or a Committee. When requested by the chair or other member of the Board, a member with a conflict will absent his/herself from the meeting at which the matter is discussed. Any Directors who may be uncertain whether he/she has a conflict of interest in any matter may request the Board to determine whether a conflict of interest exists, and the Board shall resolve the question by a majority vote.