



CONFLICT OF INTEREST POLICY

Purpose

The purpose of this Conflict of Interest Policy is to protect the interests of Ridge Community Support Services when it is considering a transaction or arrangement that might benefit the private interest of a Director, Officer, or Key Person.

Definitions

1. Interested Person: Any Director, Officer, or Key Person who has a financial interest, directly or indirectly, in a transaction or arrangement under consideration.

2. Financial Interest: A person has a financial interest if they have, directly or indirectly:

- Ownership or investment interest in an entity with which the Corporation has a transaction,
- Compensation arrangement with the Corporation
- Compensation with an entity the Corporation is transacting with, or
- Potential ownership, investment, or compensation arrangement.

Duty to Disclose

An Interested Person must disclose the existence and nature of the financial interest to the Board before the Corporation enters into the transaction.

Procedures

1. The Interested Person may present information to the Board but must leave the meeting during discussion and vote.
2. The remaining disinterested Directors shall determine whether the transaction is fair, reasonable, and in the best interest of the Corporation.

Violations

If a Director or Officer fails to disclose a conflict, the Board will take corrective or disciplinary action which can include removal.

Annual Statements

Each Director and Officer shall annually sign a statement affirming:

- They have received and read this policy,
- They understand it is their responsibility to disclose conflicts,
- They agree to comply.

Signature: _____ Printed Name: _____

Date: _____