



Good Works, Inc.

Conflicts of Interest, Confidentiality and Reputation

GENERAL POLICY

Members of the Board of Directors, members of standing Committees of the Board of Directors and employees of Good Works, Inc. ("Good Works") must conduct their personal affairs in such a manner as to (i) avoid any possible conflict of interest with their duties and responsibilities to Good Works, (ii) preserve Good Works' confidential information, and (iii) maintain the good name and reputation of Good Works in the community.

This Policy shall also be applicable to any member of one's immediate family or any person acting on his or her behalf. Directors are encouraged to advise these persons of this policy.

Directors, Committee members and employees will be required to attest annually to their familiarity with this Policy and to disclose in writing to the Board information concerning any actual or potential violation of this Policy so that appropriate action may, if necessary, be taken.

SPECIFIC APPLICATION OF GENERAL POLICY

1. Financial Interests:

A conflict of interest arises when a Director, Committee member or employee holds a Financial Interest (as defined below) in, or will receive a personal benefit from, a company, firm, entity or organization which furnishes (for value) services, materials or supplies to Good Works. For purposes of this Policy, "Financial Interest" shall mean an owner, investor, officer, board member, partner, employee or other position or interest in any company, firm, entity or organization. The term "Financial Interest" shall not, however, include the ownership by a Director, Committee member or employee of shares in a publicly held company if (i) the amount of business done by Good Works with the company is immaterial to the company, or (ii) the ownership interest does not exceed 5% of the company's voting stock.

2. Use of Good Works' Services, Property or Facilities:

A possible conflict of interest also arises when a Director, Committee member or employee seeks to use Good Works' staff, property, equipment, tools or facilities for his or her personal benefit. A Director, Committee member or employee should not seek or accept such use of Good Works' staff, property, equipment, tools or facilities to an extent greater than that otherwise available to a member of the general public in similar circumstances or with similar needs. Any use beyond such limitation requires the written approval of both the Executive Director of Good Works and the President of the Board. Such approval will be given only if such use will benefit Good Works.

3. Confidential Information / Reputation of Good Works:

A Director, Committee member or employee must never make personal use of, or disclose to others, confidential information received while serving Good Works. Any actions that might impair the good name and reputation of Good Works must also be avoided.

Effective Date: 12/5/2019

Reviewed: 6/12/2025



CONFLICTS OF INTEREST, CONFIDENTIALITY AND REPUTATION ACKNOWLEDGMENT AND DISCLOSURE FORM

I have read the Conflicts of Interest, Confidentiality and Reputation policy set forth above and agree to comply fully with its terms and conditions at all times during my service as a Good Works Director, Committee member or employee. If at any time following the submission of this form I become aware of any actual or potential conflicts of interest, or if the information provided below becomes inaccurate or incomplete, I will promptly notify the Good Works Board of Directors in writing.

Disclosure of Actual or Potential Conflicts of Interest:

I acknowledge and agree that my selection for service as a Director, Committee Member or Employee and the opportunities made available to me by serving in that capacity constitute good and valuable consideration for entering into this agreement, the receipt and sufficiency of which I hereby acknowledge.

In my individual capacity:

Signature: _____

Date: _____

Name: _____

Effective Date: 12/5/2019

Reviewed: 6/12/2025