

## Conflict of Interest Policy

### Fox Hope Foundation

#### Purpose:

Ensure decisions are made in the best interest of the organization.

#### Definition:

A conflict exists when personal interests may influence professional judgment.

#### Requirements:

- Annual disclosure form by board and key staff.
- Members with conflict must abstain from voting.
- Conflicts must be recorded in minutes.

#### Procedure:

Conflicts must be reported to the Board Chair, Executive Director, or Governance Committee.

#### Signature:

Board President: Traci Fox Date: 12/24/25

Executive Director: [Signature] Date: 12/24/25

[Signature]