

Ethiopian Girls' Bright Future Fund (EthioGBFF)

Conflict of Interest Policy

Article I - Purpose

This policy is intended to protect the interests of EthioGBFF, a 501(c)(3) nonprofit, when considering transactions or arrangements that could benefit the private interest of an officer, director, or key person of the organization. It ensures compliance with applicable laws and ethical standards.

Article II - Definitions

Interested Person:

Any board member, officer, or committee member with board-delegated powers who has a direct or indirect financial interest.

Financial Interest:

A person has a financial interest if they, or a family member:

- Have an ownership/investment in any entity with which EthioGBFF has dealings;
- Receive compensation from EthioGBFF or related parties;
- Have a potential ownership, investment, or compensation relationship with such entities.

Article III - Procedures

1. Duty to Disclose:

Interested persons must disclose the existence of any actual or potential financial interest and all relevant facts.

2. Determining Whether a Conflict Exists:

After disclosure, the remaining disinterested board or committee members shall determine whether a conflict exists.

3. Addressing the Conflict:

- The interested person may present their case but must leave the meeting during discussion and vote.
- The board may seek alternative arrangements to avoid conflict.
- If no alternative exists, the board must determine whether the transaction is fair, reasonable, and in the best interest of the organization.

4. Violations:

Failure to disclose may result in corrective action by the board.

Article IV - Records of Proceedings

Minutes of relevant meetings must record:

- Names of persons with potential conflicts;
- Nature of the interest;

Ethiopian Girls' Bright Future Fund (EthioGBFF)

Conflict of Interest Policy

- Actions taken;
- Board decisions and voting records.

Article V - Annual Statements

All directors, officers, and key persons must sign an annual statement affirming:

- Receipt and understanding of the policy;
- Agreement to comply with it;
- Recognition that EthioGBFF must maintain its charitable status.

Article VI - Periodic Reviews

Regular reviews will be conducted to ensure:

- Compensation is reasonable;
- Arrangements are at arm's length;
- Tax-exempt purposes are upheld.

Article VII - Use of Outside Experts

Outside advisors may be used for review processes, but the board retains ultimate responsibility.

Annual Disclosure Statement

I, Amare Berhie, a board member, officer, or key person of EthioGBFF, affirm:

- I have received and read the Conflict of Interest Policy.
- I understand and agree to comply with its terms.
- I understand that EthioGBFF is a tax-exempt nonprofit and must operate primarily to further its charitable mission.

Signature: Amare Berhie Date: 04/28/2024

Title/Role: Executive Director