

The Gypsy Moth Slow the Spread Foundation, Inc.

Code of Ethics Policy And Conflict of Interest Policy

Code of Ethics Policy

It is the responsibility of the Gypsy Moth Slow the Spread Foundation, Inc. and the individuals associated with it to ensure the Foundation's Board, agents, officers, contractors, and volunteers strive to uphold the highest ethical values in performing their duties.

The Foundation shall seek to:

- Act at all times with integrity, honesty, truthfulness, and adherence to safeguard the private and public trust.
- Foster diversity and treat all individuals with dignity and respect.
- Adhere to the spirit as well as the letter of all applicable laws and regulations.
- Avoid even the appearance of any unprofessional, unethical, or criminal conduct.

The Foundation's Board of Directors, Officers, Contractors and Volunteers shall:

- Refrain from engaging in activities that conflict with their fiduciary, ethical and legal obligations to their respective state agency, the Foundation, its Board, its funding partners, and its constituents.
- Effectively disclose in a timely manner, in writing or as part of the minutes, all potential and actual conflicts of interest.
- Avoid disclosing privileged or confidential information to unauthorized parties.

Conflict of Interest Policy

All decisions of the Gypsy Moth Slow the Spread Foundation, Inc. Board, Officers, Contractors and Volunteers are to be made solely on the basis of a desire to promote the best interests of the Foundation, respective state agencies, and the public good. It can be reasonably anticipated that an effective board and organization cannot consist of individuals entirely free from actual or perceived conflicts of interest at all times. However, these individuals have a responsibility to disclose their actual or perceived conflicts at the earliest possible time so as to avoid perceived or actual harm to the Foundation. Therefore:

- All transactions between the Foundation and its contractors, Board members or officers (other than reimbursements for expenditures made on behalf of the Foundation) must be approved by the Foundation's Board.
- No Foundation Board Member or Officer having a private business interest in a Foundation business transaction may be involved in the decision with respect to whether the Foundation should enter into such transaction. Affected individuals shall then recuse themselves from further consideration of the issue.

The foregoing notwithstanding, these goals are aspirational and are not intended to set goals beyond any legally-mandated standards.