

Conflict of Interest Policy

Pawsitively 4 Pink, Inc.

Purpose

The purpose of this Conflict of Interest Policy is to protect the interests of Pawsitively 4 Pink, Inc. ("P4P") when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer, director, committee member, employee, volunteer, or other individual in a position of influence within the organization.

This policy supplements, but does not replace, applicable state and federal laws governing conflicts of interest for nonprofit organizations.

Persons Covered

This policy applies to members of the Board of Directors, officers, committee members, employees, volunteers, and individuals with decision-making authority on behalf of P4P.

Definition of Conflict of Interest

A conflict of interest exists when an individual's personal, financial, professional, family, or business interests could compromise, or appear to compromise, their ability to make objective decisions in the best interests of P4P.

- Financial interests in a business that provides goods or services to P4P.
- Family relationships between individuals involved in a transaction or decision.
- Receiving compensation, gifts, favors, or benefits from a person or organization doing business with P4P.
- Using organizational information, opportunities, or resources for personal gain.
- Participating in decisions that directly benefit the individual or a family member.

Duty to Disclose

Any covered person with an actual, potential, or perceived conflict of interest shall promptly disclose the nature of the conflict to the Board of Directors or appropriate committee before any discussion or vote. The disclosure shall be documented in the meeting minutes.

Determining Whether a Conflict Exists

After disclosure and any discussion with the interested individual, the interested individual shall leave the meeting while the remaining disinterested members determine whether a conflict exists.

Procedures for Addressing a Conflict

- The interested individual may provide factual information or answer questions at the request of the Board or committee.

Pawsitively 4 Pink

- The interested individual shall not participate in discussions, negotiations, or voting related to the matter.
- The Board or committee shall determine whether a more advantageous arrangement is available that would not create a conflict of interest.
- Any decision shall be made by a majority vote of the disinterested members present.

Violations of the Policy

If the Board or committee has reasonable cause to believe an individual failed to disclose a conflict, it shall inform the individual and provide an opportunity to explain. If a violation is confirmed after investigation, the Board may take appropriate corrective or disciplinary action.

Annual Disclosure Statement

Each director, officer, and key employee shall annually affirm that they received, read, understand, and agree to comply with this policy, and that P4P must operate in a manner consistent with its charitable tax-exempt purposes.

Records of Proceedings

Minutes of meetings where a conflict is discussed shall include the name of the individual, nature of the conflict, actions taken to determine whether a conflict existed, the Board or committee decision, and a record of votes taken.

Compensation

Any Board member who receives compensation from P4P for services rendered shall not vote on matters pertaining to their compensation.

Policy Review and Adoption

The Board of Directors shall review this policy periodically and revise it as necessary to support nonprofit governance standards and applicable law.

Date Adopted: 01/01/2026