

## **Glen Foerd Conservation Corporation Code of Ethics & Conduct**

Annually from time to time as may be directed by the Board of Directors (the “Board”), every Glen Foerd Conservation Corporation (“GFCC”) director, member of a committee with Board-delegated powers and officer (each, a “Member”) shall read and reaffirm adherence to the Glen Foerd Conservation Corporation Code of Ethics & Conduct (the “Code”). Each new Member shall affirm adherence to the Code upon joining the organization

By affirming the Code each year, every Member acknowledges that he or she has reviewed the Code and agrees to conduct GFCC activities in a manner that maintains high standards of professionalism and ethics.

The Code provides GFCC with a method to ensure, and to assure others, that our Members adhere to our organization’s basic beliefs.

### **Compensation**

Members shall:

- Neither charge nor accept fees, honoraria or things of value as payment for their participation in activities on behalf of GFCC.
- Not advertise, solicit or propose the use of themselves or their outside businesses in the course of their participation in GFCC activities.
- Assure that information about any donations or gifts to GFCC are handled with respect and with confidentiality to the extent provided by applicable law.

### **Personal Conduct**

Members shall:

- Participate in GFCC activities when possible, including but not limited to attending Board or Board committee meetings, and abide by the Code, the GFCC Conflicts of Interest Policy and the Amended and Restated By-Laws of GFCC (collectively, the “Policies”).
- Not discriminate in any of their GFCC-related activities against any person because of any protected characteristic, including, but not limited to, race, color, national origin, sex, age, religion, marital status, handicap or sexual preference.
- Not make public statements that appear to associate GFCC with personal opinions of the Member or that are critical of GFCC.

- Not make statements that appear to identify GFCC with a political party or a candidate for federal, state or local office.
- At all times during the performance of their services, conduct themselves in a manner consistent with the Policies and in a manner so as not to discredit themselves or GFCC.
- Seek advance advice from the Board about the propriety of any action or inaction that they have reason to believe may be or may lead to a violation of the Code before they or others engage in such activity or fail to act.

### **Commitment to the Code**

Members shall, upon association with GFCC, annually thereafter and from time to time as may be directed by the Board, sign an Affirmation of Compliance, in the form attached hereto, which affirms the following:

1. He or she has received and reviewed a copy of the Code; and
2. He or she understands and agrees to comply with the Code.

**GLEN FOERD CONSERVATION CORPORATION**

**CODE OF ETHICS AND CONDUCT – AFFIRMATION OF COMPLIANCE**  
***(TO BE COMPLETED ANNUALLY)***

I, \_\_\_\_\_, a duly elected or appointed [director][committee member][officer] of Glen Foerd Conservation Corporation, do hereby certify as follows:

1. I have received and reviewed the Code of Ethics & Conduct of the Glen Foerd Conservation Corporation (the “Code”) and have considered not only the literal expression of the Code, but also its intent.

2. By signing this Affirmation of Compliance, I hereby affirm that I understand and agree to comply with the Code.

IN WITNESS WHEREOF, I have executed this Affirmation of Compliance this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature