



## **Board of Directors Conflict of Interest Policy**

Many Hands, Inc. (“Many Hands”) is committed to acting with integrity in all our relationships and in selecting grant recipients through an honest, transparent and fair process. Our Conflict of Interest Policy requires disclosure of relationships between our board members with any grant applicant or potential grant applicant.

A conflict of interest can arise in situations when a board member, or someone in a board member’s immediate family (such as her spouse, parent, sibling, or child), would personally gain, either financially or professionally, from an action taken by Many Hands. For example, if a Many Hands board member would receive a job or a business contract if a certain organization receives a Many Hands grant, then that member has a conflict of interest. Additionally, serving on an advisory, governing, or fiduciary board, or in a professional capacity, for an organization that has applied for a Many Hands grant also creates a conflict of interest.

If a board member has a conflict of interest with any organization, that board member shall disclose the conflict to the Executive Committee of the Many Hands Board of Directors and the Many Hands Legal Counsel. The board member also shall refrain from any direct communication with that organization regarding Many Hands and will direct the organization to the Chair(s) of the Grants Committee for any future communications. The board member also will not serve on the Focus Area Committee to which that organization has been assigned. The disclosure and communication requirements apply both to an organization that has applied for a Many Hands grant, and an organization that the board member knows is considering applying for a Many Hands grant.

Furthermore, if a board member learns that an organization for which someone in a board member’s immediate family either (1) serves on an advisory, governing, or fiduciary board, or (2) serves in a professional capacity, has applied or is considering applying for a Many Hands grant, the board member shall promptly disclose this information to the Executive Committee of the Many Hands Board of Directors. Additionally, the board member shall refrain from any direct communication with the organization regarding Many Hands and direct the organization to the Chair(s) of the Grants Committee for any future communications. Furthermore, the board member will not serve on the Focus Area Committee to which that organization has been assigned.