

Newfoundland and Labrador Beekeeping Association

Board of Directors Code of Ethics and Confidentiality

Policy - Code of Ethics and Confidentiality

The Newfoundland and Labrador Beekeeping Association (NLBKA) is dedicated to the protection and preservation of Newfoundland and Labrador's honeybees and the art of beekeeping in the province as well as to promoting effective beekeeping practices through education of its members and the general public.

In order to foster open and candid discussions during meetings, the NLBKA Board of Directors (the "Board") and NLBKA committees, believes that confidentially, respectfulness and honesty are an expectation of all directors (the "Directors"), or any other member that is included in board meetings.

Violation of this policy could damage the NLBKA and undermine the mission and spirit of good virtue of the Board and/or the Directors and/or membership. Therefore, if a Director violates this policy, his or her position on the board will be subject to termination. To ensure compliance with the NLBKA bylaws, and in order to protect its Directors and other members from potential legal problems regarding conflicts of interest and violation of fiduciary obligations, the NLBKA adopts and endorses the following statement of policy

I. Duty of Loyalty

Being a member or a Director of the NKLBA comes with fiduciary obligations, publicly or otherwise, including: not opposing directly or indirectly, or taking any other stance against the positions and policies adopted by the Directors or the NLBKA. As an elected representatives of the NLBKA, a Director is obliged to maintain and uphold the duty of loyalty during the term of the position. The duty of loyalty is not intended to discourage debate, but to encourage open discussion of the Board or NLBKA committee meetings. This duty is the responsibility of the individual Director or other member who participates in meetings of the Board or NLBKA's committees as established by its Constitution.

II. Confidentiality of Board Documents and Board Discussions

In order to foster open and candid discussions during Board or committee meetings, the discussions and documents are confidential. All documentation and materials generated at Board or committee meetings are the property of the NLBKA and all information pertaining to those documents is to be held in confidence. Therefore, the policy of the NLBKA is that Directors will not disclose any information and related to board meeting discussions unless legally obligated or agreed upon by the Board. With regard to Board action items, Directors are free to discuss such items with members and the general public once agreed to by the Board. However, disclosure of any information related to Board deliberations concerning the action items is prohibited.

III. Conflicts of Interest

A fiduciary obligation of the NLBKA board is to avoid "conflicts of interests". A "conflict of interest" is a situation in which a person or organization is involved in multiple interests, financially or otherwise, one of which could possibly corrupt the motivation or decision-making of that individual or organization. A conflict of interest exists if the circumstances are reasonably believed (on the basis of past experience and objective experience) to create a risk that a decision may be unduly influenced by other, secondary interests, and not on whether a particular individual is actually influenced by a secondary interest.

IV. Participation in Deliberations and Actions

With respect to any matter where there is a possibility of conflict of interest or other breach of fiduciary obligation to the NLBKA, a Director is expected to fully disclose to the Board the material facts of the possible conflict or breach. Upon disclosure, the Director will recuse him or herself from the discussion/meeting during which time the matter is discussed and/or voted upon. The interested Director's presence at the meeting may be counted in determining whether a quorum of the Board is present, but that individual shall not vote on the matter.

I have read the NLBKA's Board of Directors Code of Ethics and Confidentiality policy of the Newfoundland and Labrador Beekeeping Association, and agree to abide by this adopted policy.

X _____

Signature

X _____

Printed Name

X _____

Title

Date