

CABC USA, INC.

Conflict of Interest Policy

Article I Purpose

The purpose of the conflict of interest policy is to protect the interest of CABC USA, Inc. when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer, director, or key employee of CABC USA or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace the conflict of interest rules set forth in CABC USA's Bylaws and any state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Article II Definitions

1. **Interested Person**

Any director, officer, key employee, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person. Other terms used herein shall have the meanings assigned to them in the directions to Form 990, as promulgated from time to time.

2. **Financial Interest**

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. an ownership or investment interest in any entity with which CABC USA has a transaction or arrangement,
- b. a compensation arrangement with CABC USA or with any entity or individual with which CABC USA has a transaction or arrangement, or
- c. a potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which CABC USA is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

Article III Procedures

1. **Duty to Disclose**

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to

the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest

- a.** An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b.** The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c.** After exercising due diligence, the governing board or committee shall determine whether CABC USA can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d.** If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in CABC USA's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflict of Interest Policy

- a.** If the governing board or committee has reasonable cause to believe an officer, director, or key employee has failed to disclose an actual or possible conflict of interest, it shall inform the person of the basis for such belief and afford the person an opportunity to explain the alleged failure to disclose.
- b.** If, after hearing the person's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the person has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV
Records of Proceedings

The minutes of the governing board and all committees with board delegated powers shall contain:

- a.** The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the

nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.

- b.** The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V **Compensation**

- a.** A voting member of the governing board who receives compensation, directly or indirectly, from CABC USA for services is precluded from voting on matters pertaining to that member's compensation.
- b.** A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from CABC USA for services is precluded from voting on matters pertaining to that member's compensation.
- c.** No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from CABC USA, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI **Annual Statements**

Each director, officer, key employee, and member of a committee with governing board delegated powers shall annually sign a statement, in the form attached hereto, which affirms such person:

- a.** has received a copy of the conflict of interest policy,
- b.** has read and understands the policy,
- c.** has agreed to comply with the policy,
- d.** understands CABC USA is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes, and
- e.** has made the disclosures required under the policy.

Article VII **Periodic Reviews**

To ensure CABC USA operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a.** Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- b.** Whether partnerships, joint ventures, and arrangements with management organizations conform to CABC USA's written policies, are properly recorded,

reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Article VIII
Use of Outside Experts

When conducting the periodic reviews as provided for in Article VII, CABC USA may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

Annual Statement Regarding Conflict of Interest Policy
For CABC USA

The undersigned hereby affirms:

1. I have received a copy of CABC USA's Conflict of Interest Policy ("Policy"). I have read and understand the Policy, and I agree to comply with its terms.
2. I understand that CABC USA is exempt from tax under section 501(c)(3) of the Internal Revenue Code and, to maintain its tax exemption, it must engage primarily in activities that accomplish one or more exempt purposes.
3. To the best of my knowledge and belief, neither I nor any person or entity with whom I have a family or business relationship has a financial interest, or any other potential conflict of interest, except as disclosed herewith:

_____ This statement is made without exception.

_____ This statement is subject to the exception described in an attached statement.

4. I do not have a family or business relationship with any other officer, director, or key employee of CABC USA, except as disclosed herewith:

_____ This statement is made without exception.

_____ This statement is subject to the exception described in an attached statement.

Date

Signature

Print Name