



CONFLICT OF INTEREST POLICY Effective

Date: 2019 Revision

In keeping with the policies of Sports4all, Sports4all is committed to providing an environment in which all Directors and paid staff act honestly, in good faith, and in the best interests of sports.

Each Director is under an obligation to avoid a conflict of interest, whenever reasonably possible.

However, conflicts of interest may arise. In such situations, the Director is required:

1. To declare the conflict of interest, and refrain from voting on the issue in question
2. To absent himself or herself from the meeting at any time there is discussion of the matter giving rise to the conflict
3. To refrain from lobbying or participating in the decision-making process.

Each Director or employee is also required to declare a conflict even when the conflict arises after the contract or arrangement is made with the other company, firm, or organization in which the individual acquires an interest or significant involvement. In this situation, the Director/employee is to declare his or her conflict at the first meeting of the Directors held after the Director becomes interested in the other company, firm, or organization.

A Director who has any questions or concerns regarding situations of conflict of interest or potential or possibly perceived situations of conflict of interest should seek and obtain appropriate guidance and counsel.

There are basically two situations giving rise to a conflict of interest. One is that of "financial interest" and the other is an "obligation of loyalty".

The circumstance giving rise to a conflict of interest need not be those of the individual but may be the

interest of a person having close family ties to the Director/employee, or a friend, business associate, or colleague of the Director/employee.