

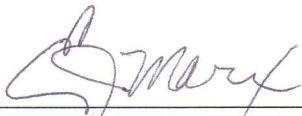
Veterans for Peace

Conflict of Interest Policy

This conflict of interest policy is designed to identify and address potential and actual conflicts of interest. A conflict may arise when a person has a material financial interest that impairs his or her independence in the discharge of his or her duties and responsibilities to VFP.

1. The purpose of this policy is to protect VFP when it has, or is considering, a business transaction which might directly or indirectly benefit a member of the Board, an officer or an employee or a family member of any of those persons. It is not intended to be a comprehensive prohibition of such transactions, but to define the terms and condition under which such a transaction may occur.
2. It will be the responsibility of the person involved to inform the Board of the circumstances which create the conflict or potential conflict. Failure by the person involved to make such disclosures in advance of the transaction shall be considered a serious violation of the policy and may result in disciplinary action up to and including dismissal or termination.
3. Transactions which create a conflict will be approved or ratified by majority vote of the disinterested members of the Board. The person involved in the conflict may not be present when the Board deliberates and decides.
4. Acceptance of gifts or favors from any person or firm which seeks to do business with VFP can create the appearance of impropriety and must be declined by the Board member, officer, or employee. This prohibition shall not apply to gifts or favors of nominal value (herein defined as less than \$100) or those given under circumstances which clearly indicate that they are not related to any transaction or business activity of VFP.
5. Board members and officers shall be required to sign a Conflict of Interest Form annually in January for the duration of their term.

Adopted this 17 day of April, 2011



Secretary, VFP Board of Directors