

GOLDEN RAIN OPERATIONS**Board of Directors Code of Ethics and Conduct**

As members of the Golden Rain Foundation (GRF) Board of Directors (BOD), we recognize the importance of ethical principles that guide our actions. This Code is expressed in broad statements to guide ethical decision making. These statements provide a framework; they cannot and do not dictate conduct to cover particular situations.

1. We provide the highest level of service through accurate, unbiased, and courteous actions.
2. We acknowledge our duty of loyalty to the GRF by adhering to the rules of confidentiality relating to director, staff, Member, discipline or any litigation. **This duty survives a Director's term in office.**
3. We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees.
4. We shall disclose to the BOD, financial or personal conflicts of interest relating to the business of the GRF. We will recuse ourselves and abstain from voting on any issue where there may be a reasonable expectation of a conflict of interest.
5. We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of our Members.
6. We shall perform our fiduciary duties by acting in good faith to promote the best interests of the GRF through reasonable inquiry and investigation.
7. All Directors acknowledge their obligation to support decisions made by a majority of the BOD.

Policy

Adopted: 24 Jan 17
Reviewed: 12 May 17
Amended: 27 Mar 18

GOLDEN RAIN FOUNDATION
Seal Beach, California

(Mar 18)