



### **Ethical Principles**

The Brotallion Blue Skies Foundation has adopted the following code of ethics to promote:

- Honest and ethical conduct in all of our actions and business dealings, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships
- Full and accurate disclosure reports and documents
- Accountability for adherence to the code of the ethics
- Prompt internal reporting of any violations of the code of ethics
- Retention of certain information as confidential

All directors, liaisons, ambassadors, and volunteers are expected to be familiar with the Code of Ethics and adhere strictly to this code.

**Honest and Ethical Conduct:** All directors, liaisons, ambassadors, and volunteers will act with honesty and integrity in all matters concerning the Brotallion Blue Skies Foundation while maintaining the confidentiality of certain information. They will follow the law, governmental regulations, and accounting standards. There will be no improper or undisclosed personal benefit from a third party of the foundation's that results in personal gain for any director, employee, liaison, ambassador, or volunteer of the Blue Skies Foundation. The Blue Skies Foundation does not seek advantages through illegal or unethical business practices. The Foundation deals fairly with all suppliers, program recipients, directors, ambassadors, liaisons, and volunteers. No unfair advantage will be taken of anyone through unethical business dealings or abuse of privileged information.

#### **Conflicts of Interest:**

A conflict of interest can arise when a director, liaison, ambassador, and/or volunteer is contemplating entering a transaction or arrangement that might benefit their private interests or might result in a possible excess benefit transaction making it difficult to act objectively towards the foundation. This can also extend to family members. They have a duty to disclose any possible conflict of interest to the Board of Directors. Upon receiving all material facts, the Board of Directors shall assess whether it is a conflict of interest and advise of the findings of their investigation. All necessary action will be taken to prevent conflicts of interest.

**Disclosure:** The Blue Skies Foundation makes every effort to be transparent by providing access to our annual report, 990s, and 501c3 determination letter. These documents can be found on our website, [www.thebrotallionblueskiesfoundation.org/financials](http://www.thebrotallionblueskiesfoundation.org/financials). The foundation is dedicated to sound fiscal policies, is transparent and responsible in its operations, and will ensure the legacy is enduring. These

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documents are published as soon as they are available to ensure the most up to date information is available.

**Accountability:** The Board of Directors has the authority to interpret this code. Any director, liaison, ambassador, or volunteer who becomes aware of a violation is required to notify the Executive Director promptly. Upon notification, the Executive Director will conduct an investigation and consult with legal counsel if necessary. Once the investigation is complete, a report will be turned over to the Board of Directors for the final verdict and to determine what necessary action should be taken. No retaliation of any kind for reports of potential violations will be tolerated.

**Confidentiality:** In carrying out business for the foundation, directors and volunteers might become aware of confidential information. All directors and employees are to maintain the confidentiality of all such information, except when legally mandated.

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