

ARTICLE 1 – WHAT IS CONFLICT OF INTEREST?

- 1.1** All directors, officers, committee members, agents, and employees must carry out their duties honestly, in good faith, and in the best interest of the co-operative rather than in their personal interest. This includes following the co-op's by-laws and policies about conflict of interest.
- 1.2** In this By-Law, a person related to a director, officer, agent, or employee means a parent, spouse, same-sex partner, child, household member, sibling, uncle, aunt, nephew, niece, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, or a person with whom the director, officer, agent or employee has a business or personal relationship.
- 1.3** A conflict of interest can happen when a director, officer, or committee member;
- Makes or takes part in a decision affecting the co-op's affairs, and
 - The result of that decision gives the person or someone related to the person a financial or other benefit which the rest of the co-operative members do not have, or which only a few other members have. This financial or other benefit may be direct or indirect.
- 1.4** An employee or agent of the co-op can have a conflict of interest when;
- The employee, or agent recommends, makes or takes part in a decision affecting the co-op's affairs, and
 - The result of the decision gives the employee, agent, or a person related to the employee or agent a financial or other benefit. This financial or other benefit may be direct or indirect.
- 1.5** Examples of conflict of interest are:
- The co-op does business with a director or an employee of the co-op or a company in which the director or the employee or a person related to them have a financial interest or stock;
 - Someone living in the co-op or an employee is involved personally in a procedure of discipline where they or someone related to them made the complaint, or someone related to them is being disciplined;