



# Conflict of Interest Policy

## 1. Purpose

The purpose of this Conflict of Interest Policy is to ensure that the activities and decisions of Reimagine iT, Inc. (hereafter referred to as "the Organization") are conducted in an ethical and transparent manner, free from conflicts of interest that could compromise the Organization's mission, integrity, or public trust.

## 2. Scope

This policy applies to all directors, officers, employees, volunteers, and any individuals or entities affiliated with the Organization in any capacity.

## 3. Definition of Conflict of Interest

A conflict of interest arises when an individual's personal interests or loyalties interfere, or appear to interfere, with their ability to act in the best interests of the Organization.

## 4. Disclosure of Conflicts

All individuals covered by this policy must promptly disclose any actual or potential conflicts of interest to the Board of Directors. This includes financial interests, relationships with vendors or contractors, and participation in other organizations that may have a conflicting mission or goals.

## 5. Review and Management

Upon receipt of a conflict of interest disclosure, the Board of Directors shall review the disclosed conflict and determine the appropriate course of action. This may include recusal from decision-making processes, divestment of conflicting interests, or other measures deemed necessary to mitigate the conflict.

## 6. Annual Statements

All covered individuals shall annually reaffirm their commitment to this Conflict of Interest Policy and disclose any changes in their circumstances that may affect their potential conflicts of interest.

## 7. Confidentiality

All conflict of interest disclosures and related deliberations shall be treated with utmost confidentiality, respecting the privacy of the individuals involved.



## **Conflict of Interest Policy**

### **8. Record Keeping**

The Organization shall maintain complete and accurate records of all conflict of interest disclosures, actions taken by the Board of Directors, and any related correspondence.

### **9. Compliance and Enforcement**

Failure to comply with this Conflict of Interest Policy may result in disciplinary action, up to and including termination of affiliation with the Organization. Additionally, violations of this policy may be subject to legal consequences as appropriate.

### **10. Annual Review**

This Conflict of Interest Policy shall be reviewed annually by the Board of Directors to ensure its effectiveness and relevance to the Organization's operations.

### **11. Acknowledgment**

All covered individuals shall sign an acknowledgment indicating their understanding of and agreement to comply with this Conflict of Interest Policy upon joining the Organization and annually thereafter.

### **12. Public Disclosure**

This Conflict of Interest Policy shall be made available to the public upon request and shall be prominently displayed on the Organization's website.

### **Conclusion:**

Reimagine iT, Inc. is committed to upholding the highest standards of integrity, transparency, and accountability in all its activities. This Conflict of Interest Policy serves as a crucial framework for maintaining the trust and confidence of our stakeholders while advancing our mission to create positive change in the community.

**Approved by the Board of Directors on April 26, 2024.**

**Max Fortune**

**April 26, 2024**