

Appalshop50

Conflict of Interest Policy (Adopted December 2011):

Whenever a Director, Officer, or Member of a Committee of the Board has a financial or personal interest in any matter that could conflict with, or appear to conflict with the interest of the Appalshop, said Director, Officer, or Committee Member must (a) disclose potential conflicts in any business or other transactions being considered, and (b) withdraw from discussion, lobbying, and voting on decisions that present a potential conflict.

Retaliation Policy (Adopted June 2011):

Appalshop will not discharge, threaten, or discriminate against a Staff Member, Director, or Consultant/Contractor for reporting in good faith an alleged wrongdoing. Any alleged retaliation should be reported immediately to the Audit Committee Chair(s) so that corrective action can be taken immediately as appropriate.