

## Heritage Farm Property Owners Association Code of Ethics

**Integrity:** Directors shall act with honesty and truthfulness.

**Loyalty:** Directors shall act in the best interests of HFPOA and make decisions in good faith.

**Confidentiality:** Directors shall keep board discussions confidential. Final board decisions shall be released by the board as soon as it is feasible. The directors will respect the privacy of the members of the HFPOA, including financial and compliance issues. This confidentiality agreement extends in perpetuity.

**Transparency:** Directors shall communicate and make decisions openly and honestly.

**Accountability:** Directors shall take responsibility for their actions and decisions.

**Fairness:** Directors shall treat people equitably and without bias.

**Responsible Business:** Directors shall integrate ethical principles and sustainable practices into business decisions.

**Respect:** Directors shall respect others, different opinions, the democratic process, and the community they serve. Directors shall treat one another with civility.

**Avoid conflicts of interest:** Directors shall avoid personal gain and not benefit from arrangements with any company or HFPOA member. Directors shall recuse themselves from any decisions where a conflict of interest may arise.

**Anti-Nepotism:** Directors shall not hire contractors and/or subcontractors for the HFPOA that are family member(s). Directors shall recuse themselves from any decisions that pertain to family members living within Heritage Farm neighborhood.

**Social Media:** Directors will adhere to the social media policy.

By signing this agreement, I pledge to uphold the Bill of Assurance (Covenant) as it is written and abide by the Code of Ethics.

Director signature accepting the code of ethics:



Date: 10-21-2024

I refuse to sign this agreement. Please accept my signature below as my resignation from the POA board.

Director signature not accepting the code of ethics: \_\_\_\_\_

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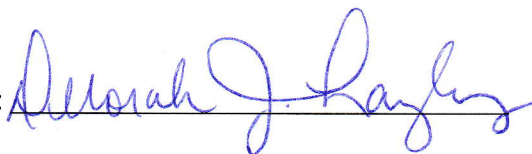
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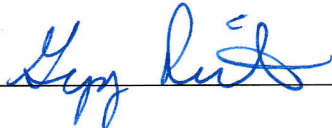
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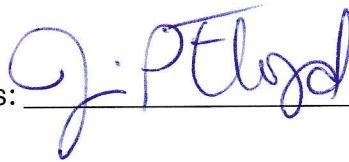
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JOHN J. SUTTON

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