

CODE OF ETHICS of WILDERNESS TORAH

A California Nonprofit Public Benefit Corporation

ARTICLE I PURPOSE

The purpose of the Code of Ethics (the “Code”) is to promote an ethical culture at Wilderness Torah (the “Corporation”). The Code will serve as a guide to proper business conduct for all Directors, Officers, and employees of the Corporation. This Code is intended to supplement but not replace any applicable state and Federal laws governing ethics applicable to nonprofit charitable organizations.

ARTICLE II PRINCIPLES

In accordance with the following principles, each Director, Officer, and employee is committed to:

- (a) Performing his or her duties and acting with integrity and diligence in all transactions and dealings;
- (b) Creating a positive work environment and treating all individuals, including grantees, with dignity and respect;
- (c) Complying with laws, rules and regulations where he or she acts and of the communities he or she serves, and the policies of the Corporation;
- (d) Complying with the Conflicts of Interest Policy of the Corporation in order to make objective and fair decisions in the performance of his or her duties;
- (e) Maintaining and protecting confidences and adhering to the values and standards set forth in this Code and other policies of the Corporation while encouraging others to practice in a professional and ethical manner.

ARTICLE III COMPLIANCE

3.01 COMPLIANCE. Directors, Officers, and employees are expected to bring to the attention of Board of Directors any breach or suspected breach of the above principles. Such disclosures will be treated as confidential and privileged to the fullest extent permitted by law.

3.02 ANNUAL STATEMENTS. Each Director, Officer, and employee shall annually sign a statement that affirms such person has received a copy of the Code; Has read and understood the Code; and, has agreed to comply with the Code.

I have read the above statement and agree to its terms:

Signature, Printed Name, Date