

Ethics Policy

The purpose of this Ethics Policy is to support a culture of openness, trust, and integrity in all Linda Pace Foundation (the “Foundation”) management and business practices. A well-understood ethics policy requires the participation and support of every Foundation Trustee, employee, vendor and grantee.

At the Foundation, we are committed to conducting all of our affairs and activities with the highest standards of ethical conduct. Likewise, we are committed to the responsible use of Foundation assets, to provide accurate, complete and objective information, to respect the confidentiality of financial and other information, to act in good faith and exercise due care in all we do, to comply with all applicable rules and regulations, and to proactively promote ethical behavior.

The Foundation’s Ethics Policy is built on our values, many of which were exemplified by our founder. We pursue our mission with honor, fairness, and respect for the individual. We uphold the values of the Foundation in every action and decision. As such, we acknowledge our individual responsibility to ensure our collective success by practicing and promoting the following values. These values reflect a shared view of how we want to operate and be seen by others.

Stewardship

Each Trustee and staff member has the privilege and responsibility to serve as a steward of the Foundation by protecting its mission, vision and values. It is our duty as stewards to be familiar with the laws, rules and regulations pertaining to our positions. Each of us is responsible for carrying out our assigned duties in accordance with all policies, rules and regulations.

Respect for others will apply to potential grantees, members of the public, vendors, and other artists and nonprofit organizations interacting with the Foundation. We will treat all such individuals with respect and dignity in all interactions.

As stewards, the staff and Trustees are obligated to treat one another with the highest standards of professional and ethical behavior. Inappropriate workplace behavior such as discrimination or harassment is illegal, and the policies that the Foundation has established to address these issues apply in all instances.

Confidentiality

Information about potential investments, vendors, artists or grantees is privileged and will not be shared outside of the Foundation; however, the prudent sharing of information with third parties may be necessary relating to activities involving due diligence activities of the Foundation. Similarly, these restrictions do not prohibit the sharing of financial information with auditors, legal counsel, consultants, investment managers or professional colleagues, nor do they prohibit participating in surveys designed to benefit the philanthropic community.

Grantmaking

Although the Foundation is involved in unsolicited, directed grantmaking specifically focused on defined parameters of its Mission Statement, we follow the highest ethical standards relating to the grantmaking process.

The Trustees have adopted a Conflict of Interest Policy, updated annually which defines the relationship for both Trustees and staff that could potentially raise questions about grantmaking objectivity.

To avoid any suggestion of impropriety or a conflict of interest in the eyes of prospective grantees or the public, Trustees and staff will not accept personal gifts or gratuities from grantees or prospective grantees, service providers or vendors.

Reporting Ethics Violations

Because it is impossible to identify all possible situations which may arise that could result in unethical conduct by a Trustee or staff member, it is each person's duty to question any course of conduct that could be construed as illegal, unethical, a conflict of interest, or any appearance of impropriety. Any such conduct or concern should be reported to the President of the Foundation.

Adopted March ____, 2008