

Code of Ethical Conduct

NOIAW is committed to maintaining the highest standard of conduct in carrying out our fiduciary obligations in pursuit of our tax-exempt mission and purposes. As such, each Director, Officer and Key Person (to the extent applicable) shall adhere to the following Code of Conduct:

- (a) Abide by the Bylaws, policies and procedures of our organization.
- (b) Assure corporate compliance with all statutes, regulations and contractual requirements.
- (c) Respect and support the duly made decisions of the Board in accordance with all applicable fiduciary duties of care, loyalty and obedience as defined by Section 17 of the N-PCL.
- (d) Actively participate in the work of the Board of Directors and Committee assignments.
- (e) Represent the best interests of NOIAW at all times and declare any and all duality of interests or conflicts of interest, material or otherwise, in accordance with the terms of the Conflicts of Interest Policy, as discussed below.
- (f) Not use or otherwise relate to one's affiliation with the Board to independently promote or endorse political candidates or parties for the purpose of election and to abide by the terms of the Political Contributions Policy in all aspects.
- (g) The Code of Ethical Conduct and the Political Contribution Policy are both available on the NOIAW website and need to be signed by each member of the Board.

Signature of NOIAW Board Director

Date