



Code of Conduct

Purpose

It is the intention of Golden Seeds to foster a collaborative culture of respect, trust, and positive energy.

Golden Seeds requires its members to accept this Code of Conduct prior to the commencement of membership and to adhere to it throughout the duration of their membership. These conditions appear in the membership agreement signed by each member.

1) **Non-solicitation.**

It is expected that Golden Seeds members have joined the group to participate in the activities of investing in companies, not for networking to solicit business. Therefore, members shall not solicit business from other Golden Seeds members or applicant companies within the context of Golden Seeds activities, nor shall they distribute promotional materials at membership meetings, in each case without the prior approval of Golden Seeds leadership. Neither the members, nor the presenting companies, nor the membership list nor the database of applicant companies shall be exploited for soliciting business.

2) **Confidentiality.** As a consequence of membership, certain confidential information is disclosed to members. All information, opinions and feedback, both positive and negative, shall at all times remain confidential to the membership, and unless the subject of the comment approves its release, shall not be made public or passed along to non-Golden Seeds individuals or groups.

3) **Declaration of pre-existing relationships and declaration of actual or potential conflicts of interest.** Golden Seeds members are expected to identify any company that is seeking funding or has received funding from Golden Seeds with which they have a prior business or investment relationship. Both the Golden Seeds investor and the company must disclose during its initial application

any known pre-existing relationships or potential relationships. If the company is selected and the relationship is deemed material by Golden Seeds management, the members may be asked to recuse herself or himself from deliberations about the company.

4) **Non-disparagement.** Members of Golden Seeds seek and obtain membership in the organization at the discretion of the management and are expected to promote the organization and its portfolio companies proactively and positively. A member should not disparage the organization, other members, or portfolio companies. This does not negate the desire and support for open discussion with varied and opposing opinions. We recognize that members may have grievances from time to time, and those members are encouraged to bring any grievance to a member of the Golden Seeds leadership.