

LEADERSHIP COVENANT

We, the Board Members, accept our individual and collective duty to lead unselfishly. In this regard, I earnestly commit to:

- ***Prepare and participate*** in order to add value to NBCC at all Board meetings and functions.
- ***Seek excellence*** by investing in personal and corporate development and humbly receiving corrective feedback from others.
- ***Hold in confidence*** any information learned during the course of our duty until the Board determines to make such information public.
- ***Serve the stakeholders*** of NBCC and the members of our community by making decisions that best serve the interests of stakeholders as a whole.
- ***Honour others*** around the table and outside of meetings, appreciating the value that their experience and perspective bring to our leadership responsibility.
- ***Speak with one voice*** outside of our meetings so that our staff and our stakeholders, including the public, receive a clear, consistent, truthful message that honours NBCC.
- ***Avoid conflicts of interest*** by informing the Board whenever there is the possibility of perceived or real conflict, and by abstaining from discussion and decision-making if warranted.
- ***Respect the wishes of my Board Colleagues*** by resigning, without protest or malice, if they ask me to resign through official ratification.
- ***Annually review and declare compliance with the Board's Code of Conduct Policy.***
- ***Uphold the pillars of ESG (Environmental Social Governance)*** by supporting NBCC's strategy and exercising effective governance of ESG matters.

In witness of this covenant, I sign on this day of

SIGNATURE

NAME (please print)