

The Griffins Society - Conflict of Interest Policy

The Director, trustees and any volunteers, of the Griffins Society will strive to avoid any conflict of interest between the interests of the Organisation on the one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.

The purpose of this policy is to protect the integrity of the Organisation's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of staff, trustees and any volunteers.

Examples of conflicts of interest include:

- 1 A trustee who is also on the board of a company who might be bidding for work with the Society.
- 2 A trustee who is related to a member of staff and there is decision to be taken on staff pay and/or conditions.
- 3 A trustee who is also on the board of another organisation that is competing for the same funding.
- 4 A trustee who has shares in a business that may be awarded a contract to do work or provide services for the organisation.

Upon appointment each trustee will make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.

In the course of meetings or activities, trustees will disclose any interests in a transaction or decision where there may be a conflict between the organisations best interests and the trustee's best interests or a conflict between the best interests of two organisations that the trustee is involved with.

After disclosure, I understand that I will be asked to leave the room for the discussion and will not be able to take part in the decision.

Any such disclosure and the subsequent actions taken will be noted in the minutes.

This policy is meant to supplement good judgment, and staff, volunteers and trustees should respect its spirit as well as its wording.

Date Adopted: 31.01.2017