



CONFLICT OF INTEREST POLICY

STATEMENT

All ordinary members, Executive Committee members and Trustees of GDCS will strive to avoid any conflict of interest between the interests of the Society on the one hand, and individuals' personal, professional, and business interests on the other. This includes avoiding actual, as well as the perception of, conflicts of interest. As such, we also have a zero-tolerance approach to bribery – anything construed as *bribery* will be seen as diminishing our work in the NEL community and addressed accordingly.

Examples of conflicts of interest which arise from membership, Executive members and Trustees are likely to be wide and varied because:

- collectively, all are from a wide and varied background of experience
- of family connections
- employment and or business background may influence opposition or agreement in decisions being made

GDCS aims to:

- protect the integrity of the Organization's decision-making process
- to enable our stakeholders to have confidence in our integrity
- to protect the integrity and reputation of ordinary members and those on the Executive Committee.
- Safeguard the Society from all aspects of bribery

Upon appointment each committee member will make a 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 I will be updated as appropriate.

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

A member should further disclose interest to the Committee upon receipt of an Agenda (ideally). That member should expect to not participate in that Agenda item. Any such disclosure and the subsequent actions taken will be noted in the minutes.

GDCS commits to:

Committee members, Trustees and ordinary members, supplementing good judgment with the spirit and wording within this Policy towards unbiased decision making.

Reviews / dates:

Feb 2024