

## **The Goodwill Revolution: Conflict of Interest Policy**

### **1. Introduction**

The Goodwill Revolution (TGR) is committed to maintaining the highest ethical standards and ensuring that all decisions are made in the best interests of the organisation and its beneficiaries. A conflict of interest arises when an individual's personal interests, or the interests of a related party, could improperly influence their duties and responsibilities within TGR. This policy outlines how TGR will identify, manage, and mitigate conflicts of interest.

### **2. Purpose**

This policy aims to:

- Ensure that all decisions made by TGR are impartial and objective.
- Protect the integrity and reputation of TGR.
- Maintain transparency and accountability in all activities.
- Prevent personal interests from compromising the organisation's mission.

### **3. Scope**

This policy applies to all trustees, staff, volunteers, and any other individuals acting on behalf of TGR.

### **4. Definition of Conflict of Interest**

A conflict of interest exists when an individual's personal, professional, or financial interests could:

- Improperly influence their judgment or actions in relation to TGR.
- Create an appearance of impropriety.
- Lead to a direct or indirect benefit for the individual or a related party at the expense of TGR.

Examples of conflicts of interest include, but are not limited to:

- Financial interests in a supplier or contractor of TGR.
- Personal relationships with beneficiaries, suppliers, or contractors.
- Holding a position in another organisation with competing interests.
- Using TGR resources for personal gain.
- Accepting gifts or favours that could influence decision-making.

### **5. Disclosure of Conflicts of Interest**

- All individuals covered by this policy have a duty to disclose any actual or potential conflicts of interest.
- Disclosure should be made in writing to the TGR Directors as soon as the conflict arises.
- The disclosure should include all relevant details of the conflict.
- A register of disclosed conflicts of interest will be maintained by the TGR Directors.

## **6. Management of Conflicts of Interest**

Upon disclosure of a conflict of interest, the TGR Trustees will:

- Assess the nature and extent of the conflict.
- Determine the appropriate course of action.
- Take steps to mitigate or eliminate the conflict.

Possible actions may include:

- Requiring the individual to abstain from participating in discussions or decisions related to the conflict.
- Removing the individual from their role in the relevant activity.
- Seeking independent advice.
- Terminating the relationship with the individual.

## **7. Confidentiality**

All information disclosed under this policy will be treated with strict confidentiality, except where disclosure is required by law or necessary to protect the interests of TGR.

## **8. Policy Review**

This policy will be reviewed and updated regularly to ensure its effectiveness and compliance with relevant legislation and best practices.

## **9. Policy Adherence**

All individuals covered by this policy are required to adhere to its provisions. Failure to comply with this policy may result in disciplinary action, including termination of the individual's role with TGR.

## **10. Record Keeping**

TGR will maintain records of all disclosed conflicts of interest and the actions taken to manage them.