



## **Al Madad Foundation Conflict of Interest Policy**

All staff and volunteers of Al Madad Foundation will strive to avoid any conflict between the interests of the organisation, and their own personal, professional, and business interests. This includes the avoidance of actual, as well as perceived, conflicts.

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

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

In the course of meetings or activities, individuals will disclose any elements of a transaction or decision where there may be a conflict between the best interests of the organisation and those of the individual. Any such disclosure and the subsequent actions taken will be noted in the minutes.

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