



Conflict of Interest Policy

The Management Committee recognises a conflict of interest as being any situation in which a Trustee's personal interests or loyalties could, or could be seen to, prevent them from making a decision only in the best interests of the CIO.

The purpose of this policy is to protect the integrity of the CIO's decision-making process, to enable others to have confidence in the CIO's integrity and to protect the integrity and reputation of the members of the Management Committee. The existence of a conflict of interest does not reflect on the integrity of the affected trustee, so long as it is properly addressed.

Members of the Management Committee recognise that they have a legal duty to act only in the best interests of the CIO, that they have a personal responsibility to declare conflicts of interest and they will strive to avoid any conflict of interest between the interests of the CIO 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 Constitution requires that Trustees declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared.

Further, and at each meeting, the Chairman shall seek any declarations of interest in the Agenda items under discussion and the Trustee shall absent himself or herself from any discussions in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest. This may include, but not be limited to, any financial interest or interests of their spouse, partner, family or close relatives. Any Trustee absenting himself or herself from any discussions in accordance with this Policy must not vote or be counted as part of the quorum in any decision of the Trustees on the matter.

In the situation where Trustees are also permanent Committee members of other Upper Rissington Committees e.g. Social Committee, they shall declare the extent of their interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO and must not vote or be counted as part of the quorum in any decision of the Trustees on that matter.

The Trustees have established a Register of interests. In doing so, all Trustees other interests are openly declared such that any actual or potential conflicts of interest can be identified more easily by individual Trustees and the Trustee Body. This Register of interests is updated annually.