

Conflicts of Interest Policy

Organisation:	British Veteran Owned	Last Reviewed:	January 2026
Established:	January 2022	Next Review:	January 2027

1. Purpose

This policy sets out how British Veteran Owned Ltd identifies, declares, and manages conflicts of interest to protect the integrity of decision-making and maintain trust with funders, partners, and beneficiaries.

2. Scope

This policy applies to all:

- Directors and officers
- Advisory Board members
- Staff and volunteers
- Contractors, consultants, and mentors
- Anyone acting on behalf of the organisation

3. What Is a Conflict of Interest?

A conflict of interest occurs when an individual's personal, professional, or financial interests could influence, or be perceived to influence, their judgement or actions on behalf of the organisation.

Conflicts may be:

- Actual – a conflict exists now
- Potential – a conflict could arise in future
- Perceived – a reasonable person could believe a conflict exists

Examples include:

- Financial interests in a supplier, partner, or beneficiary
- Close personal or family relationships
- Multiple roles across connected organisations
- Benefits received outside normal organisational arrangements

4. Declaration of Interests

All Directors and relevant individuals must:

- Declare any actual or potential conflicts as soon as they arise

- Update declarations if circumstances change

The organisation maintains a Register of Interests, which is reviewed periodically by the Board.

5. Managing Conflicts

Where a conflict is identified:

- The individual must not take part in related discussions or decisions
- The conflict and action taken will be recorded
- The Board will decide on appropriate management, which may include:
 - Exclusion from decision-making
 - Delegation to an unconflicted individual
 - Withdrawal from specific activities

The aim is to manage conflicts proportionately and transparently, not to prevent participation unnecessarily.

6. Gifts, Benefits and Influence

No individual may use their position for personal gain or advantage. Any gifts or hospitality must be declared and managed in line with organisational policy.

7. Responsibility

The Board of Directors holds overall responsibility for this policy.

The Chairman is responsible for ensuring conflicts are managed appropriately.

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