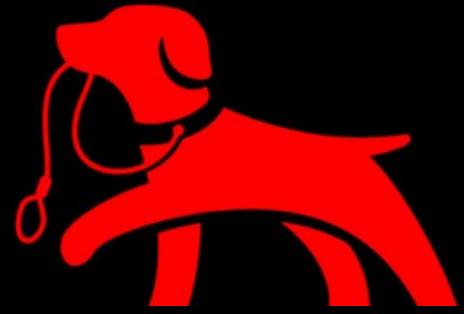


CANINE ALLIES CIC CONFLICTS OF INTEREST POLICY

**Canine Allies CIC
Version: 2.0
Issued: 13 March 2026
Effective from: 27 March 2026**



1. Purpose

Canine Allies CIC is committed to acting with integrity, transparency, and in the best interests of the organisation and its community beneficiaries.

This Conflict of Interest Policy exists to ensure that any actual, potential, or perceived conflicts of interest are properly identified, declared, and managed so that decision-making remains fair, independent, and in line with the company's community purpose.

2. Scope

This policy applies to all:

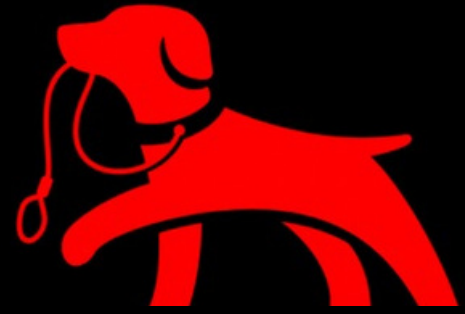
- Directors
- Staff
- Trainers
- Volunteers
- Contractors or associates acting on behalf of Canine Allies CIC

3. What Is a Conflict of Interest?

A conflict of interest occurs when an individual's personal, professional, or financial interests could interfere – or be perceived to interfere – with their duty to act in the best interests of Canine Allies CIC.

Conflicts may be:

- Actual – currently affecting decision-making
- Potential – could arise in the future
- Perceived – could reasonably be seen by others as a conflict



4. Examples of Conflicts of Interest

Conflicts of interest may include (but are not limited to):

- Financial interests in suppliers, trainers, or service providers used by the CIC
- Paid or unpaid work with organisations that could compete with or influence Canine Allies CIC
- Receiving gifts, benefits, or hospitality that could influence decisions
- Directors or staff benefiting personally from CIC decisions beyond agreed remuneration
- Trainers promoting their own private services to members without prior written permission.

5. Duties and Responsibilities

5.1 Individuals

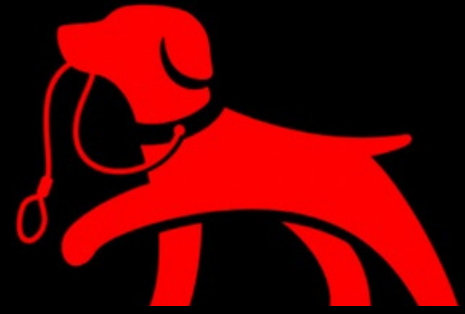
All individuals covered by this policy must:

- Act in the best interests of Canine Allies CIC at all times
- Declare any actual or potential conflicts of interest promptly
- Avoid using their role for personal gain
- Comply with decisions made to manage or remove conflicts

5.2 Directors

Directors have a specific legal duty to:

- Declare conflicts in accordance with company law and CIC regulations
- Ensure conflicts are properly recorded and managed
- Exclude themselves from discussions or decisions where appropriate



6. Declaration of Interests

- All Directors must complete a Declaration of Interests on appointment and update it whenever circumstances change.
 - Staff, trainers, and volunteers must disclose conflicts as soon as they arise.
 - Declarations should be made to the Chair or another designated Director.
- A Register of Interests will be maintained and reviewed regularly.

7. Managing Conflicts of Interest

Where a conflict of interest is identified, Canine Allies CIC will take appropriate steps to manage it, which may include:

- Requiring the individual to withdraw from discussions or decisions
- Restricting access to certain information
- Adjusting roles or responsibilities
- In serious cases, ending involvement with the organisation

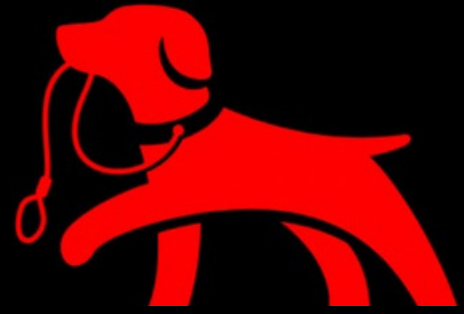
The approach taken will depend on the nature and severity of the conflict.

8. Decision-Making Process

- Any declared conflict must be recorded in meeting minutes.
- Individuals with a conflict must not vote on related matters.
- Decisions must always prioritise the CIC's community benefit and charitable purpose.

9. Gifts and Hospitality

- Gifts or hospitality must not be accepted if they could influence – or be seen to influence – professional judgement.
- Any significant gifts or hospitality must be declared.



10. Breaches of This Policy

Failure to declare or appropriately manage a conflict of interest may result in:

- Disciplinary action
- Removal from role
- Termination of association with Canine Allies CIC

11. Review

This policy will be reviewed annually or sooner if required by changes in law or organisational structure.