

Sydney Leather Men Inc.

Conflict of Interest Policy

SLM is committed to maintaining independence in both fact and perception and actively manages conflicts of interest to protect the integrity of the Association.

1. Purpose

This policy outlines how Sydney Leather Men Inc. (SLM) identifies, manages, and addresses conflicts of interest to ensure that all decisions are made in the best interests of the Association and that the independence and integrity of the Association are maintained.

2. Definition

A **conflict of interest** arises where a person's external roles, affiliations, relationships, or interests:

- may influence, or reasonably be perceived to influence, their ability to act independently; or
- may conflict with, or reasonably be perceived to conflict with, the independence, objectives, or decision-making of the Association.

Conflicts may be **actual, potential, or perceived**.

3. Guiding Principle – Independence

The Association is committed to maintaining both **actual independence** and the **perception of independence** in its governance, decision-making, and activities.

Committee members must always act in the best interests of the Association, free from undue influence or competing interests.

4. Disclosure of Interests

(1) Committee members must disclose any actual, potential, or perceived conflict of interest as soon as they become aware of it.

(2) Disclosures may be made:

- during a meeting; or
- to the President or Secretary prior to the meeting where practicable

(3) All disclosures must be recorded in the minutes.

5. Management of Conflicts

Where a conflict of interest is identified, the Committee may determine appropriate action, including:

- requiring the individual to abstain from discussion and/or voting
 - limiting access to information
 - reallocating responsibilities
 - determining that the conflict is not material and can be managed
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6. Material Conflicts

A conflict will be considered **material** where it:

- cannot be appropriately managed; or
- may compromise, or be perceived to compromise, the independence, integrity, or reputation of the Association.

Where a material conflict exists, the Committee may:

- determine that the person is **ineligible to nominate or continue serving on the Committee**; or
 - act in accordance with the Constitution and disciplinary provisions
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7. Decision-Making

In assessing conflicts of interest, the Committee must:

- act reasonably and in good faith
- consider the nature and extent of the interest

- consider whether the conflict can be appropriately managed
- prioritise the independence, integrity, and reputation of the Association

All decisions must be documented.

8. Annual and Ongoing Declarations

Committee members may be required to:

- declare relevant interests at the commencement of their term; and
 - update disclosures as circumstances change
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9. Relationship to Constitution

This policy supports and operates alongside the Constitution, including:

- eligibility and good standing provisions
- committee responsibilities
- disciplinary processes