



ELEVATED UP CIC

# Conflict of Interest Policy

<b>Policy</b>	Conflict of Interest Policy
<b>Organisation</b>	Elevated Up CIC, Unit 2 Winster Grove, Birmingham, West Midlands, B44 9EG (Company No. 16143711)
<b>Version</b>	1.0
<b>Approved by</b>	Board of Directors
<b>Date approved</b>	June 2026
<b>Date of next review</b>	June 2027
<b>Policy owner</b>	Board of Directors

## 1. Purpose

Elevated Up CIC must make decisions in the best interests of the community we serve. This policy makes sure that personal or other interests do not improperly influence our decisions, in line with our Articles of Association.

## 2. What is a conflict of interest

A conflict of interest is any situation where a director's personal interest, or a duty they owe elsewhere, could affect, or appear to affect, a decision of Elevated Up CIC. This includes financial interests and connections to other organisations or to family members.

## 3. Declaring interests

- Directors declare relevant interests when they join and update them as they change.
- We keep a register of directors' interests.
- Where a conflict arises in a decision, the director declares it at the meeting.

## 4. Managing a conflict

A director with a conflict of interest will normally withdraw from the discussion and the decision, will not be counted in the quorum for that item, and will not vote, unless the other directors agree otherwise in line with our Articles. The conflict and the action taken are recorded in the minutes.

## 5. Gifts and hospitality

We do not accept gifts or hospitality that could influence, or appear to influence, our decisions. Modest, reasonable hospitality may be accepted and, were significant, recorded.

## 6. Review

This policy is reviewed every year.



## Approval

Approved on behalf of the Board of Directors:

A handwritten signature in black ink, appearing to read 'Emma Hobbis', is written over a horizontal line.

**Emma Hobbis**

Director, Elevated Up CIC

Date approved: June 2026