

Conflict of interest policy

All Trustees, workers, and volunteers of **SicKids** will strive to avoid any conflict of interest between the interests of **SicKids** 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 purpose of this policy is to protect the integrity of **SicKids**' decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of Trustees, volunteers, staff and committee members.

An example of a conflict of interest would be a Trustee who is also involved in the work of another organisation (e.g. as a Director) that is competing with **SicKids** for funding.

Upon appointment, each Trustee will make a full, disclosure of interests, such as relationships and posts held, that could potentially result in a conflict of interest. This disclosure will be kept on file, in the minutes of the relevant Board meeting, and will be updated as appropriate.

In the course of meetings or activities, Trustees will disclose any interests in a transaction or decision where there may be a conflict between the **SicKids**' best interests and the Trustee's best interests, or a conflict between the best interests of two organisations that any Trustee is involved with. Any such disclosure and the subsequent actions taken will be noted in the minutes. After disclosure, the Trustee understands that s/he may be asked to leave the room for the discussion.

This policy is meant to supplement good judgment, and Trustees, workers, and volunteers should respect its spirit as well as its wording.