

# ALLIANCE

## FOR WOMEN AND GIRLS (AFWAG)

### CONFLICT OF INTEREST POLICY

#### 1. Introduction

1.1. This Conflict of Interest Policy has been put in place to ensure that the actions and decisions made by members of the Alliance for Women and Girls (AFWAG) Network are not influenced by interests. This is with the understanding that such influences could potentially compromise the integrity and goals of our network

#### 2. Purpose

2.1. The purpose of establishing the Conflict-of-Interest Policy is to ensure transparency, objectivity, and accountability, among members of AFWAG to prioritise and safeguard the organisation's interests.

#### 3. Definition of Conflict of Interest

3.1. A conflict of interest arises when a member's personal professional, financial or other interests could potentially affect their ability to act impartially in the interest of AFWAG. It may also occur when a member or their close associates stand to personally or professionally benefit from decisions made within their role in AFWAG.

#### 4. Obligation to Disclose

4.1. Every member associated with AFWAG is obligated to disclose any potential or existing conflicts of interest to the AFWAG Secretariat or relevant governing body. Such disclosure should include details regarding the nature and extent of the conflict. This includes situations where a member, their family or an associated organisation could gain other benefits from decisions made by AFWAG.

#### 5. Identifying Conflicts

5.1. Upon receiving a disclosure the AFWAG Secretariat or relevant governing body will assess the conflict of interest to determine its significance and potential impact on our network. Based on this assessment appropriate measures will be implemented by the Secretariat to manage, reduce or eliminate any conflicts that may arise.

#### 6. Abstention

6.1. Members with conflicts of interest are expected to refrain from taking part in discussions, deliberations or voting on matters where their conflict exists.

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They should not use their position to promote their interests or those of associates

### 7. **Documentation**

7.1. The AFWAG Secretariat will maintain records documenting all disclosures, discussions, and decisions regarding conflicts of interest, for at least seven years.

### 8. **Non Retaliation**

8.1. AFWAG is committed to protecting members who disclose conflicts of interest. No member will face any form of retaliation for revealing a conflict of interest.

### 9. **Evaluation and Decision Making**

9.1. After receiving a disclosure of a conflict of interest the AFWAG Secretariat will carefully assess the situation. If a member has a conflict, they may be requested to abstain from participating in discussions or decisions related to that matter. The Secretariat will ensure that all decisions are made in the interest of the network.

### 10. **Annual Declarations**

10.1. Every member is required to submit a statement confirming that they are not aware of any conflicts of interest or have already disclosed any existing conflicts. This statement will be submitted to the AFWAG Secretariat.

### 11. **Noncompliance**

11.1. Failure to adhere to this Conflict-of-Interest Policy may lead to measures, including being removed from the AFWAG membership or any leadership position as determined by the AFWAG Secretariat.

### 12. **Policy Review**

12.1. This Conflict-of-Interest Policy will be periodically to ensure its effectiveness and alignment with the network's mission and activities.

### 13. **Acknowledgement**

13.1. By becoming a member of the AFWAG Network, individuals acknowledge their understanding of this Conflict of Interest Policy and agree to comply with its provisions.

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Your Organisation Name:.....

Authorised Signatory:.....

Date: .....