

Conflict Of Interest

On occasions, employees may meet situations where their personal interests might conflict with the Chamber's interests. To avoid these circumstances the Chamber's policy on conflicts of interest is as follows:

1. No employees should have any personal interest outside the Chamber which could in any way conflict with the interest of the Chamber or put them in a position where they could use their Chamber connection for personal gain for themselves or their family to the possible detriment of the Chamber.
2. It is not possible to enumerate all the situations in which possible conflicts might arise, but a non-exhaustive list of some examples where the Chamber considers there would be a conflict of interest are given below :
 - (a) Lending or borrowing from individuals or concerns that do business or compete with the Chamber or its associates, except banks or other financial institutions.
 - (b) Obtaining benefit personally or for an immediate family member from any purchase of goods or services for the Chamber or its associates, or other action taken in the capacity of an employee of the Chamber.
 - (c) An employee or a member of their immediate family having any direct or indirect interest in any enterprise doing business with or competing with the Chamber or any of its associates, except where such interest comprises securities listed on a stock exchange and is not in excess of one per cent of the securities of any Chamber, or except where the interest has been fully disclosed and has been approved by Management.
 - (d) Serving as an officer, director, employee or consultant of, or receiving income from any enterprise doing business with, or competing with the Chamber or any of its associates, or seeking to do so, unless the relationship has been fully disclosed and has been approved by Management.
 - (e) Using or revealing (without prior authorisation) confidential information concerning the Chamber or its associates.
 - (f) Using or permitting others to use other employees, materials or equipment improperly for personal purposes.
 - (g) Accepting any reward from any third party for services during any time when they are being paid by the Chamber or its associates or when they are otherwise engaged on Chamber business.

In these cases the conflict is clear. Other situations may arise to create less obvious conflicts. Anyone who has any doubts as to the propriety of any action they may wish to take should first obtain the consent of their manager.