

LEADR NZ Conflict of Interest Policy

Approved by the Board of LEADR NZ: 27 May 2010

Effective Date: 21 June 2010

1. Preamble

- 1.1. This policy sets the LEADR NZ Inc (“the LEADR”) Conflict of Interest Policy and, in particular, relates to the members of LEADR’s Board (“the Board”). The reference to members in this policy refers to members of the Board.

2. Purpose

- 2.1. The purpose of this policy is to ensure that Board deliberations and decisions are conducted impartially, without bias, in a fair and open minded manner and in accordance with the law. In addition, that any conflicts of interest when they arise are identified and managed.

3. Definitions

- 3.1. **Direct Interest:** Where the member has a direct interest other than in common with the public.
- 3.2. **Indirect Interest:** Where the member’s partner or a company in which the member or partner, directly or indirectly has a 10% or more interest, or is the general manager.
- 3.3. **Pecuniary Interest:** A matter which could reasonably give rise to an expectation of a gain or loss of money for the member concerned. Member’s motives and good faith and whether or not they were actually influenced are irrelevant in determining whether there is a pecuniary interest.
- 3.4. **Non-pecuniary Interest:** Interests that may give the appearance of bias because of a member’s statements or conduct or close relationships people or organisations involved in the matter. Close relationships include family, close friends, an organisation where the member is an executive officeholder or senior employee.
- 3.5. **Conflict of Interest:** A member’s duties or responsibilities to LEADR could be affected by some other interest or duty that the member may have.

4. Policy

- 4.1. Members of the Board may not vote on any matter in which they have a direct or indirect pecuniary interest, other than an interest in common with the public, unless the member has an exemption or declaration on the matter from the Board.
- 4.2. At any meeting of the Board, members shall declare any direct or indirect, pecuniary or non pecuniary interest and then abstain from voting on the matter and in some instances may be required to absent themselves from the meeting. The declaration shall be recorded in the minutes of the meeting.