

## Conflict of Interest Policy

---

Interm IT encourages members of its staff to engage in a wide variety of external activities and recognises that involvement in such external activities carries many advantages to the company and the individuals concerned. However, on occasion, they may give rise to conflicts of interest, whether potential or actual, perceived or alleged.

Therefore, all Interm IT staff are required to recognise and disclose activities that might give rise to conflicts of interest or the perception of conflicts and to ensure that such conflicts are seen to be properly managed or avoided.

If properly managed, activities can usually proceed as normal whilst at the same time upholding the person's obligations to the company, meeting regulatory and other external requirements and protecting the integrity and reputation of Interm IT and its members. By contrast, conflicts which are not managed effectively may jeopardise the company's public standing and may cause serious damage to the reputation of Interm IT and of the individuals concerned.

It is therefore Interm IT's policy to encourage and foster external activities whilst ensuring that when conflicts or perceived conflicts of interest arise they are identified and disclosed, and in relevant cases, appropriately managed. In every instance, please contact [admin@intermit.co.uk](mailto:admin@intermit.co.uk) to report anything you might consider to be a conflict of interest, whether potential or actual, perceived or alleged.

Interm IT reserves the right to make a determination in light of its best interest.

End of document