



Registered Office:
Oshwal Centre
Oshwal House
Coopers Lane Road
Northaw
Herts
EN6 4DG

Hon. President: Rumi Devchand Shah
Hon. VP: Nirmal Chandrakant Shah
Hon. Secretary: Avni Jayantilal Shah
Hon. Treasurer: Meena Naren Shah

Telephone: 01707 643838
Email(s): admin@oshwal.org
president@oshwal.org
secretary@oshwal.org
Website: www.oshwal.org

Oshwal Association of the UK (OAUK) Conflicts of Interest Policy

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Author	Nirmal C Shah (CIO/DPO)
Reviewer 1	Audit Committee
Reviewer 2	Rumit D Shah, Avni J Shah

1. Introduction

Trustees and committee members of Oshwal Association of the UK (OAUK) have a legal obligation to act in the charity's best interests, ensuring that decisions are made independently and without undue influence. Conflicts of interest may arise where a trustee or committee members personal or professional interests conflict with their duty to the charity. This policy outlines the steps to identify, manage, and record conflicts of interest.

2. Purpose of the Policy

This policy aims to:

- Ensure transparency in decision-making processes.
- Maintain public trust and confidence in OAUK.
- Comply with the Charities Act 2011 and the Charity Commission's guidance.

3. Definition of Conflicts of Interest

A conflict of interest arises when a trustee or committee members personal, financial, or professional interests could improperly influence their decisions or duties. Examples include:

- Financial benefits from contracts awarded by the charity.
- Relationships with suppliers, service providers, or beneficiaries.
- Competing duties due to trustee or committee roles in other organizations.





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4. Identifying Conflicts of Interest

Trustees and committee members are required to declare any:

- Current or potential conflicts of interest.
- Business, financial, or personal relationships that may influence decision-making.
- Changes to their interests promptly.

5. Managing Conflicts of Interest

5.1 Declaration of Interests

- Trustees and committee members must obtain a copy of the Declaration of Interests form and complete it as and when potential conflicts arise or are identified and save it with the office.
- Interests should be declared where conflicts may arise.

5.2 Handling Conflicts

When a conflict is identified:

- The trustee or committee member must disclose the conflict to the Chair and all the trustees and area committee members.
- The trustee or committee member may be required to leave the meeting during discussions and decisions relating to the conflict.
- The remaining trustees and committee members will assess whether the conflict affects the trustee or committee members ability to participate impartially.

5.3 Recording Decisions

- All conflicts and how they were managed must be documented in meeting minutes.
- The minutes should record the nature of the conflict, the decision made, and the rationale for the decision.





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5.4 Restrictions on Benefits

- Trustees and committee members must not receive unauthorized benefits from the charity.
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6. Procedures for Declaring and Recording Conflicts

1. Annual Declaration: Trustees will submit a written declaration of interests annually.
 2. Record Keeping: The Secretary of the Charity will maintain a Conflict of Interest Register and ensure it is reviewed annually and stored with the Office.
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7. Breaches of this Policy

Failure to declare a conflict of interest may result in:

- Review by the Board of Trustees.
 - Potential removal from the trustee role or committee role in accordance with the Charities Constitution & Regulations.
 - Reporting to the Charity Commission if necessary.
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8. Review of the Policy

This policy will be reviewed annually to ensure its effectiveness and compliance with legal requirements.

