



**Irish
National
Opera**

Irish National Opera Conflict of Interest Policy

January 2019

Why we have a Conflict of Interest Policy

The board has a legal obligation to act in the best interests of Irish National Opera, in accordance with the INO governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations. Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of INO. Such conflicts may create problems; they can inhibit free discussions, and result in decisions or actions that are not in the interests of INO.

The aim of this policy is to protect both the organisation and the individuals involved from any appearance of impropriety.

The Declaration of Interests

Accordingly, board and staff are asked to declare their interests, if any, and any gifts or hospitality received in connection with their role at INO. Gifts of a value over 50 euro received by the board and staff must be declared. The company will maintain a register of conflict of interests which will be accessible on request.

Data Protection

The information provided will be processed in accordance with data protection regulation. The information provided will not be used for any other purpose.

Decisions at Board Meetings

Where a Board Member has a conflict of interest, the procedure set forth in the company's Articles of Association will be followed:

73. A director may not vote in respect of any contract, appointment, or arrangement in which he or she is interested and he or she shall not be counted in the quorum present at a meeting at which the matter is considered.

74. A director who is in any way, directly or indirectly, interested in a contract or proposed contract with the Company shall declare the nature of his or her interest at the Board meeting at which the question of entering into the contract is first raised, or at the next meeting held after he or she became so interested.
75. A copy of every declaration shall, within 3 days of making it, be entered into the register of disclosable interests maintained by the Company.

All payments or benefits in kind to board members will be reported in the charity's accounts and annual report, with amounts for each board member listed for the year in question.