



Grounded Futures – Conflict of Interest Policy

1. Purpose of This Policy

Grounded Futures is committed to operating with integrity, transparency, and professionalism. This policy explains how we identify, manage, and avoid conflicts of interest to protect clients, partners, and the quality of our service.

2. What Is a Conflict of Interest?

A conflict of interest may arise when personal, professional, or financial interests could influence — or appear to influence — the impartiality, judgement, or actions of anyone working on behalf of Grounded Futures.

Conflicts can be actual, potential, or perceived.

3. Commitment to Transparency

Grounded Futures will always:

- - Act in the best interests of clients
- - Maintain clear professional boundaries
- - Declare any situation that could compromise impartiality
- - Take steps to avoid or manage conflicts promptly and appropriately

4. Managing Professional Boundaries and Conflicts of Interest

Grounded Futures operates independently and maintains clear professional boundaries in all areas of practice. The service does not duplicate, replace, or compete with the statutory responsibilities or activities of any organisation.

To uphold transparency and integrity:

- Grounded Futures will not work with individuals or organisations where a conflict of interest is identified or reasonably suspected
- No confidential information, contacts, or resources obtained through any other professional role will ever be used within Grounded Futures
- All decisions are made to protect impartiality, client trust, and ethical practice

If a conflict of interest arises — whether actual, potential, or perceived — this will be discussed openly with the client or relevant party. Where the conflict cannot be appropriately managed or resolved, Grounded Futures may decline, redirect, or bring the service to an end to ensure professional integrity is maintained.

5. How Conflicts Are Managed

If a potential conflict of interest is identified, Grounded Futures will:

- - Declare the conflict to the relevant party
- - Discuss the implications openly
- - Agree on appropriate steps, which may include declining or redirecting work
- - Record the decision and actions taken

6. Client Reassurance

Grounded Futures is committed to fairness, confidentiality, and ethical practice. Clients can be confident that decisions are made solely in their best interests, free from external influence.

7. Raising a Concern

If you believe a conflict of interest may exist, or if you have any concerns about impartiality, you are encouraged to contact Grounded Futures directly so the matter can be reviewed promptly and transparently.