



**HOPES SAFETY**  
**CONSULTANCY LLC SPC**

# CONFLICT OF INTEREST POLICY

Ref: HSC|CIP|2025|05|V2.0

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## 1. Purpose:

The purpose of this Conflict of Interest Policy is to ensure that all employees, contractors, and stakeholders of **Hopes Safety Consultancy LLC SPC** and its Training Center maintain the highest standards of integrity, transparency, and accountability by identifying and managing any potential conflicts of interest. This policy is designed to protect the reputation of **Hopes Safety Consultancy LLC SPC** and ensure that decisions are made in the best interests of the organization.

## 2. Scope:

This policy applies to all employees, contractors, board members, and other stakeholders associated with **Hopes Safety Consultancy LLC SPC** Training Center. It covers all activities, decisions, and relationships that could result in a conflict between personal interests and the interests of **Hopes Safety Consultancy LLC SPC**.

## 3. Definitions:

- A situation where an individual's personal, financial, or other interests interfere or appear to interfere with their professional responsibilities and the interests of **Hopes Safety Consultancy LLC SPC**.
- Any interest that can provide personal benefit, either directly or indirectly, including financial gain, family relationships, or other affiliations.

## 4. Principles:

- All individuals must act in the best interests of **Hopes Safety Consultancy LLC SPC** and its Training Center, avoiding any personal interests that could compromise their responsibilities.
- Employees and stakeholders of **Hopes Safety Consultancy LLC SPC** are required to disclose any potential or actual conflicts of interest.
- Failure to disclose or appropriately manage conflicts of interest will result in disciplinary action by **Hopes Safety Consultancy LLC SPC**, up to and including termination.

## 5. Examples of Conflicts of Interest:

- Engaging in activities or business transactions with competitors, clients, or suppliers that could compromise professional judgment related to **Hopes Safety Consultancy LLC SPC**.
- Using **Hopes Safety Consultancy LLC SPC** or its Training Center resources, information, or opportunities for personal gain.
- Having a close family member or friend in a decision-making role with a competitor, supplier, or client of **Hopes Safety Consultancy LLC SPC**.
- Accepting gifts, favors, or other benefits from individuals or organizations that could influence decision-making at **Hopes Safety Consultancy LLC SPC** Training Center.

## 6. Disclosure Requirements:

- All employees, contractors, and board members must complete a conflict of interest disclosure form upon joining **Hopes Safety Consultancy LLC SPC** or its Training Center.
- Any potential or actual conflicts of interest that arise during employment or affiliation with **Hopes Safety Consultancy LLC SPC** must be disclosed immediately to the designated compliance officer or management.
- An annual conflict of interest review will be conducted by **Hopes Safety Consultancy LLC SPC** to ensure compliance and update disclosures.

## 7. Management of Conflicts of Interest:

- Upon disclosure of a conflict, the compliance officer or designated authority at **Hopes Safety Consultancy LLC SPC** will assess the nature and extent of the conflict.
- Appropriate measures will be implemented by **Hopes Safety Consultancy LLC SPC** to resolve or mitigate the conflict, such as recusal from decision-making processes, reassignment of duties, or other corrective actions.
- All disclosures and resolutions will be documented and retained by **Hopes Safety Consultancy LLC SPC** for record-keeping purposes.

## 8. Prohibited Activities:

- Employees and stakeholders are prohibited from engaging in activities that constitute a clear conflict of interest, including unauthorized use of **Hopes Safety Consultancy LLC SPC** Training Center resources, participation in competing businesses, or leveraging their position for personal gain at **Hopes Safety Consultancy LLC SPC**.

## 9. Reporting Violations:

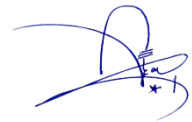
- Any employee or stakeholder who becomes aware of a potential violation of this policy is required to report it promptly to the compliance officer or designated authority at **Hopes Safety Consultancy LLC SPC**.
- Reports will be handled confidentially, and individuals who report in good faith will be protected from retaliation by **Hopes Safety Consultancy LLC SPC**.

## 10. Training and Awareness:

- Regular training sessions will be conducted by **Hopes Safety Consultancy LLC SPC** and its Training Center to educate employees and stakeholders about the Conflict of Interest Policy and their responsibilities.
- The policy will be accessible to all employees and stakeholders of **Hopes Safety Consultancy LLC SPC** to promote understanding and compliance.

## 11. Policy Review and Updates:

- This policy will be reviewed annually by **Hopes Safety Consultancy LLC SPC** to ensure its relevance, effectiveness, and alignment with applicable laws and standards.
- Updates or amendments to the policy will be communicated to all employees and stakeholders of **Hopes Safety Consultancy LLC SPC** in a timely manner.



**Director**  
**Hopes Safety Consultancy LLC SPC**