



REBUILD AID FORENING

CONFLICT OF INTEREST POLICY

VERSION 3.01

Rebuild Aid Forening is committed to impartial and ethical decision-making. This policy ensures that personal, financial, or external interests do not influence—nor appear to influence—our organisational responsibilities. As a Danish diaspora, volunteer-based organisation, we require full transparency and timely disclosure of conflicts to protect the integrity of our work and the communities we serve.



Rebuild Aid Forening
Runestenen 18
8210 Aarhus V
Denmark



Website: www.rebuildaid.dk



Email: info@rebuildaid.dk



Telephone: +45 30 58 09 21

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CONFLICT OF INTEREST POLICY

(Ensures decisions are ethical, transparent, and free from undue influence)

Rebuild Aid Forening is committed to maintaining the highest standards of integrity, accountability, and transparency in all organisational activities. As a Danish diaspora, volunteer-based organisation working with vulnerable communities and donor-funded programmes, it is essential that all decisions — whether financial, operational, or strategic — are made impartially and without any influence from personal or external interests.

This Conflict of Interest Policy establishes the rules and expectations that ensure:

- Ethical and unbiased decision-making
- Protection of donor funds and organisational assets
- Fair and transparent procurement and recruitment processes
- Prevention of corruption, nepotism, and mismanagement
- Safeguarding of the organisation's credibility and public trust

The policy applies to all board members, staff, volunteers, interns, consultants, and partners representing Rebuild Aid.

It defines what constitutes a conflict of interest, outlines responsibilities for disclosure, and sets procedures for managing conflicts in a consistent and accountable manner.

Failure to comply with this policy undermines organisational integrity and may result in disciplinary action or termination of roles.

Purpose

The purpose of this Conflict of Interest Policy is to ensure that all decisions made within Rebuild Aid Forening are ethical, transparent, and free from personal or external influence. As a **Danish diaspora, volunteer-based organisation**, Rebuild Aid relies heavily on public trust, volunteer integrity, and donor confidence. Because many members may have ties to local communities, businesses, or networks in Afghanistan or other operational contexts, the potential for real or perceived conflicts of interest is naturally higher than in conventional organisations.

This policy therefore exists to:

- Protect the organisation from decisions that could be influenced by personal, financial, family, political, or professional interests.
- Ensure that all representatives act solely in the best interest of Rebuild Aid and the communities it serves.
- Maintain fairness, transparency, and accountability in governance, procurement, recruitment, partnership selection, financial management, and program implementation.
- Promote a culture of honesty and openness where individuals declare conflicts proactively instead of hiding them.
- Safeguard donor funding and uphold compliance with international humanitarian principles and Danish civil society standards.
- Prevent situations where personal relationships, community affiliations, or diaspora networks could undermine objectivity.

By defining conflicts of interest clearly and establishing procedures for disclosure and management, this policy ensures that Rebuild Aid's decisions are made with integrity, impartiality, and respect for the organisation's mission and the vulnerable populations it supports.

Definition

A **conflict of interest** arises when an individual's personal, financial, family, political, or professional interests — or the appearance of such interests — have the potential to improperly influence, compromise, or bias their judgment, decisions, or actions on behalf of Rebuild Aid Forening.

A conflict of interest may be:

1. Actual

A real situation where personal interest *is* influencing organisational responsibility.

2. Potential

A situation where a conflict *may* arise in the future due to circumstances or changing roles.

3. Perceived

A situation where others could reasonably believe a conflict exists, even if no wrongdoing has occurred.

Perceived conflicts are taken just as seriously as actual conflicts, because they can damage trust, undermine donor confidence, or call the integrity of Rebuild Aid's decisions into question.

A conflict of interest exists when personal interests relate to:

- Financial gain (direct or indirect)
- Family, friendship, or community relationships
- Political or ethnic affiliations
- Business partnerships or former employment
- Personal loyalties or obligations
- Social networks within disaster communities
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If you are a Rebuild Aid partner or grantor, you can access the full policy by contacting us.

Financial or Procurement-Related Conflicts

- Awarding contracts, purchases, or tenders to companies owned by family members, close friends, or community associates
- Selecting suppliers or service providers in which the individual has a financial stake or receives indirect benefits
- Influencing procurement decisions to favour businesses connected to the disaster community, even when alternatives may be more suitable or cost-effective