

Conflicts of Interest: Declaration and Management Process

This document sets out how I identify, declare, and manage any conflict of interest arising in the course of my work.

What counts as a conflict

A conflict of interest may arise where I hold a role, relationship, or financial interest (for example with another current or prospective client) that could reasonably be seen to affect my objectivity or judgement on a piece of work.

Declaration

Where a conflict arises, I will declare it to the affected client or partner as soon as I become aware of it, before undertaking or continuing the affected work.

Management

Once declared, the affected party and I will agree an appropriate way forward, which may include recusal from a specific decision, additional transparency measures, or, where necessary, stepping back from the affected piece of work, proportionate to the nature and materiality of the conflict.

Recordkeeping

Declared conflicts and the agreed resolution are recorded in writing and retained as part of my project records.

Douglas Gregg

Reviewed: 6 August 2026

douggregg.uk · hello@douggregg.uk