



# PACM

Parakeelya Architecture +  
Construction Management

## Conflict of Interest Policy

Parakeelya Architecture and Construction Management (PACM) are committed to ensuring work is performed by relevant personnel in a fair and unbiased way without regard to self-interest or personal gain. All personnel will participate in processes of our business and decision-making transparently, responsibly, and ethically.

Conflicts of interest pose a serious risk to our obligations to our customers and our ability to deliver our services.

PACM will implement the following measures to achieve this commitment:

- Identify any conflicts of interest prior to bidding on, or carrying out work;
- Provide information to all personnel the kinds of conflicts that might arise in the conduct of their activities;
- Ensure perceived or actual conflicts of interest are managed within our company and that these do not adversely affect PACM's reputation;
- Advise personnel how to address conflicts of interest;
- Notify customers of any actual, possible or perceived conflict of interest;
- Implement systems to mitigate an identified conflict of interest;
- Provide a mechanism to take appropriate action when a staff member is unable or unwilling to address a conflict of interest satisfactorily;
- Identify sensitive or significant projects that might warrant specific declarations of conflict of interest; and
- Address any concerns about conduct, should they consider there might be a breach of the Conflict of Interest Policy.

This policy is communicated throughout our organisation and is available to the public.

All personnel are responsible for understanding and following this Policy as well as determining and declaring any actual, reasonably perceived, or potential conflict of interest and taking appropriate action to manage any conflict.

This policy will be reviewed annually.

**PACM Director: David Cann**

**PACM Director: Ian Sandell**

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