

SNS Homecare - Conflict of Interest Policy

POLICY SHCHRTPOL008 | Rev 1.1

PURPOSE

The purpose of this statement is to establish SNS Homecare's commitment to maintaining integrity, transparency, and ethical conduct in all aspects of its operations by effectively identifying, declaring, and managing Conflicts of Interest. It serves to:

1. **Prevent Bias and Unfair Influence** – Ensure that employees and stakeholders act in the best interest of SNS Homecare, without external influences compromising their decisions or actions.
2. **Protect Organisational Integrity** – Safeguard the reputation and trustworthiness of SNS Homecare by preventing conflicts that could damage its credibility.
3. **Ensure Ethical Decision-Making** – Promote impartiality in business activities, services, and responsibilities by addressing any real or perceived conflicts.
4. **Clarify Expectations** – Provide clear guidelines for employees and stakeholders regarding appropriate professional conduct and the need to avoid situations that could lead to conflicts of interest.
5. **Promote Accountability** – Encourage individuals to disclose any potential conflicts and take appropriate steps to manage them, ensuring transparency and fairness in all dealings.

Overall, this statement helps to create a culture of integrity, ensuring that SNS Homecare operates in a manner that upholds its values and maintains public and stakeholder trust.

POLICY STATEMENT

SNS Homecare is dedicated to upholding the highest standards of integrity, transparency, and professionalism in all aspects of its operations. As part of this commitment, the organisation takes proactive measures to identify, declare, and effectively manage any Conflicts of Interest. This ensures that such conflicts do not compromise the quality of services provided, influence business activities or decision-making, or negatively impact the organisation's reputation. Additionally, it safeguards the responsibilities and ethical conduct of employees, promoting a fair and unbiased working environment.

All individuals associated with SNS Homecare are expected to conduct themselves in a manner that upholds the organisation's values and mission. Employees and stakeholders must refrain from engaging in any actions, behaviours, or affiliations that could undermine their ability to perform their roles impartially, or that could create a perception of bias or impropriety. It is essential that their professional duties remain free from any undue influence that may arise from external personal, financial, or professional interests.

A Conflict of Interest arises when an individual's personal, professional, or financial relationships, actions, or outside interests interfere, have the potential to interfere, or give the appearance of interfering with their ability to fulfill their responsibilities to SNS Homecare objectively. This includes situations where such external influences may affect decision-making, service delivery, or the overall business interests of the organisation. By identifying and addressing conflicts proactively, SNS Homecare fosters an environment of trust, accountability, and ethical integrity in all its engagements.

The application of this Policy is by adherence to:	
Related Standards	• NDIS Practice standards • NDIS Act 2013

Award (where Applicable)	Social, Community, Homecare and Disability Services Award		
Application:	All employees (SNS Homecare people)	Exceptions:	Nil
Issue:	For review every 1 year as a minimum	Next Review Date:	30 Jan 2027

This policy is endorsed by Senior Management of the SNS Homecare Pty Ltd, and its effectiveness reviewed annually.



Karl Depiazzi
Co-CEO
30 Jan 2026



Andrew Fenech
Co-CEO
30 Jan 2026

REVISION HISTORY				
Rev #	Date	Issue Details	Prepared by	Reviewed by
1.0	07/04/2025	Creation, review and approval	General Manager-Homecare	Catherine Fernandez
1.1	30/01/2026	Reviewed and improved the Revision History table	Josephine Calderon	Brianna O'Connor