Conflict of Interest Policy

r8rly.org

Adopted: November 2026

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1. Purpose

r8rly.org governs the SHOW Standard. People rely on it to be fair. This policy makes sure that no personal, financial or business interest affects r8rly.org's decisions about the SHOW Standard, the SHOW audit criteria or SHOW Certified™.

2. Who it applies to

Everyone who acts for r8rly.org: its directors, staff, contractors, volunteers and advisory panel members.

3. What counts as a conflict

A conflict exists when someone has an interest that could affect, or could reasonably be seen to affect, a decision they take part in. For example:

- a role with, or payment from, r8rly.com, a platform, or a certification body;
- a financial interest in a platform or certification body;
- a close personal relationship with someone at a platform or certification body;
- any other interest a fair-minded person would see as relevant.

4. What people must do

1. **Declare.** Declare any conflict in writing as soon as it arises, and at least once a year.
2. **Step back.** Take no part in any discussion or decision where the conflict applies.
3. **Keep confidences.** Never use or pass on confidential information gained through r8rly.org, including to r8rly.com.
4. **No gifts that influence.** Decline any gift, payment or benefit that could influence, or appear to influence, a decision.

5. Decisions on the SHOW Standard

- Changes to the SHOW audit criteria are published for public comment before they take effect.
- Once formed, the advisory panel reviews proposed changes to the audit criteria. Panel members declare their interests before each review.

- r8rly.org makes no decision on certifying any platform. Certification decisions belong to independent certification bodies.

6. Register

r8rly.org keeps a register of declared conflicts and how each was handled. A summary is published in r8rly.org's annual summary.

7. Breaches

A suspected breach can be reported to r8rly.org. Breaches are investigated, recorded and, where confirmed, the person is removed from the affected decision or role.

8. Review

This policy is reviewed every year and published at r8rly.org.

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r8rly.org · Governing body for the SHOW Standard