







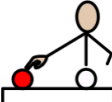



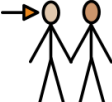


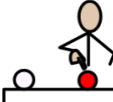









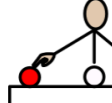
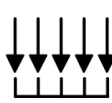




CONFLICT OF INTEREST POLICY

 A  of interest  is  when  someone  has  other

 work  that  might  change  how  they  treat  people.

 This  is not  fair.  At  Lift  Up  Voices,  it is

 important  that  every  staff  member  is working to

 help  you.

For this reason we have a Conflict of Interest

Policy, which is about making sure that we

treat everyone fairly and support you to make

sure that everything you do at Lift Up

Voices is in your interests and nobody else's.

The full version is on our website if you

would like to read it.