



CONFLICT OF INTEREST POLICY

POLICY STATEMENT

Directors, officers, committee members, and individuals serving in official roles for Weightlifting Canada Haltérophilie (“WCH”) in WCH matters (collectively, “WCH Personnel”), including at WCH, international, or other WCH-related events, have a duty to adhere to the highest standards of personal and professional competence, integrity, and impartiality. Such persons must exercise the utmost good faith in all transactions involved in their duties and to avoid situations where making a decision on behalf of WCH is connected, or will be connected, to their personal interests. The interests of the organization must be the first priority in all decisions and actions.

CONFLICT OF INTEREST

For the purposes of this policy, a person is in a “Conflict of Interest” when that person exercises an official power, duty, or function that provides an opportunity to further his or her private interests or those of his or her relatives or friends, or where that person’s decision-making could be influenced by personal, family, financial, business, or other private or third-party interests external to WCH.

PURPOSE

The purpose of this policy is to protect the interests of WCH and to provide guidance in identifying, avoiding and managing actual or perceived conflicts of interests. WCH requires that WCH Personnel recognize and avoid activities, decisions, directives, investments, or other courses of action while acting on behalf of WCH that involve, might appear to involve, or could result in a Conflict of Interest.

APPLICATION

This Policy applies to all WCH Personnel who, at any given time, are granted authority to make decisions or recommendations on behalf of WCH or to its Board of Directors or management, or to exercise functions for or on behalf of WCH in any capacity.

OBLIGATIONS

Where there exists any real or perceived Conflict of Interest, whether financial or otherwise, between a person's personal interest and the interest of WCH, the conflict shall always be resolved in favour of WCH. No WCH Personnel shall:

- a) engage in any business or transaction, or have a financial or other personal interest, that is incompatible with their official duties with WCH, unless such business, transaction, or other interest is properly disclosed to WCH and approved by WCH;
- b) knowingly place themselves in a position where they are under obligation to any person or organization who might benefit from special consideration or who might seek preferential treatment;
- c) in the performance of their official duties, give preferential treatment to family members, friends, colleagues, team members or organizations in which their family members, friends, team members, or colleagues have an interest, financial or otherwise;
- d) derive personal benefit from information that they have acquired during the course of fulfilling their official duties with WCH, if such information is confidential or not generally available to the public;
- e) engage in any outside work, activity, or business or professional undertaking that conflicts or appears to conflict with their official duties as WCH Personnel;
- f) without the permission of WCH, use WCH's property, equipment, supplies, or services for activities not associated with the performance of their official duties as WCH Personnel; or
- g) solicit or accept any gift or favour that could be construed as being given in anticipation of, or in recognition for, any special consideration granted by virtue of being WCH Personnel.

DISCLOSURE OF CONFLICT OF INTEREST

All WCH Personnel must disclose the existence of any actual, potential or perceived Conflict of Interest as soon as such person identifies that there may be a Conflict of Interest. All WCH Personnel are expected to self-monitor their personal situation with respect to arising Conflicts of Interest. Should a Conflict of Interest arise, such person must report the Conflict of Interest to the President of WCH or his/her delegate, including at WCH events.

At the commencement of each meeting of the Board of Directors and each meeting of WCH committees, WCH Personnel, as applicable, shall declare any actual or perceived Conflict of Interest with respect to the matters on the agenda and, where such a conflict is declared, recuse themselves from the Board or committee's deliberations and decision-making. At the commencement of the first Board meeting after each annual general meeting of WCH, each director shall declare in writing such director's work and volunteer interests to assist tracking and evaluation of any actual, potential or perceived Conflicts of Interests. WCH shall track and maintain a record of all declared Conflicts of Interests of WCH Personnel.