



World Strongman Conflict of Interest Policy

1. Purpose

The purpose of this Conflict of Interest Policy is to protect the integrity and credibility of the World Strongman (WSM) and to ensure that decisions are made in the best interests of the organization without influence from personal interests or external affiliations. This policy establishes procedures for identifying and addressing conflicts of interest that may arise within the organization.

2. Scope

This policy applies to all WSM officers, executives, employees, contractors, volunteers, members of the Board of Directors, committee members, and any other individuals acting on behalf of WSM (“covered persons”).

3. Definition of a Conflict of Interest

A conflict of interest exists when a covered person’s personal, financial, or other interests could interfere with or appear to interfere with their ability to act in the best interests of WSM. Examples include, but are not limited to:

- Financial or business relationships with suppliers, sponsors, contractors, or other entities doing business with WSM.
- Receiving gifts, benefits, or advantages that could influence decision-making.
- Participating in decisions where a family member or close associate has a financial or personal interest.
- Outside employment or affiliations that conflict with WSM activities or responsibilities.

4. Disclosure Requirements

4.1. Initial Disclosure



All covered persons must complete a Conflict of Interest Disclosure Form upon joining WSM or assuming a position that involves decision-making responsibilities. The form must detail any potential conflicts of interest.

4.2. Ongoing Disclosure

Covered persons must disclose any new conflicts of interest as they arise by submitting an updated Conflict of Interest Disclosure Form.

4.3. Annual Updates

All covered persons are required to submit an updated Conflict of Interest Disclosure Form annually, even if no conflicts exist.

5. Definition of a Conflict of Interest

5.1. Review Process

All disclosed conflicts will be reviewed by the Ethics Committee, which will assess the nature and severity of the conflict and recommend actions to mitigate or eliminate the conflict.

5.2. Recusal

If a conflict of interest is identified, the covered person may be required to:

- Recuse themselves from discussions or decision-making processes related to the conflict.
- Resign from specific roles or responsibilities within WSM.

5.3. Corrective Actions

If a covered person fails to disclose a conflict of interest, the Ethics Committee may recommend disciplinary actions, including removal from their position or termination of their association with WSM.

6. Prohibited Activities

Covered persons are prohibited from:

- Using their position or influence within WSM for personal or financial gain.
 - Soliciting or accepting bribes, kickbacks, or other improper benefits.
 - Engaging in activities that undermine the mission or reputation of WSM.
-



7. Confidentiality

All disclosures and investigations of conflicts of interest will be treated with the highest degree of confidentiality. Information will only be shared with those directly involved in the review and resolution process.

8. Responsibilities

8.1 Ethics Committee

The Ethics Committee is responsible for:

- Reviewing disclosures and investigating potential conflicts.
- Providing guidance and recommendations to resolve conflicts.
- Ensuring compliance with this policy.

8.2 Covered Persons

Covered persons are responsible for:

- Understanding and complying with this policy.
 - Disclosing conflicts of interest in a timely and transparent manner.
 - Cooperating with any investigations or reviews conducted by the Ethics Committee.
-

9. Policy Review and Amendments

This policy will be reviewed annually by the Ethics Committee and updated as necessary to ensure it remains effective and aligned with best practices and the evolving needs of WSM.

10. Acknowledgment

All covered persons must sign an acknowledgment form confirming that they have read, understood, and agree to comply with the Conflict of Interest Policy.

Effective Date: 10.11.2020

Approved By: Vladislavs Redjkins, General Secretary



Annex 1. DECLARATION OF CONFLICT OF INTEREST FORM

WSM Declaration of Interest Form	
Person or Organisation	Nature of relationship and/or nature of conflict of interest
<i>e.g. Jane Doe, Memberships Manager</i>	<i>Sister-in-law</i>
<i>e.g. Super Sports Arena LLC</i>	<i>Committee Member</i>
Name:	
Position:	
Signature:	
Date:	