



## **World Strongman Indemnity Policy**

**1. Purpose** This Indemnity Policy aims to define the terms under which World Strongman (WSM) officials, executives, board members, and other designated individuals are indemnified for actions undertaken in good faith while performing their official duties.

**2. Scope** This policy applies to all elected and appointed officials, committee members, employees, and volunteers of World Strongman who act on behalf of the organization in an official capacity.

**3. Indemnification Coverage** World Strongman shall indemnify and hold harmless all covered individuals from liability, expenses, and costs (including legal fees) arising from claims, lawsuits, or proceedings brought against them due to actions undertaken in their official capacity, provided such actions were:

- Performed in good faith;
- Within the scope of their official responsibilities;
- In compliance with World Strongman's regulations, policies, and applicable laws.

**4. Exclusions** Indemnification shall not apply in cases of:

- Fraud, willful misconduct, gross negligence, or criminal activities;
- Breach of fiduciary duties not undertaken in good faith;
- Personal legal matters unrelated to World Strongman activities;
- Claims resulting from actions taken outside the scope of an individual's official duties.

## **5. Legal Defense and Costs**

- World Strongman shall provide legal representation or reimburse reasonable legal expenses incurred by covered individuals in defending against covered claims.
- If an individual is found guilty of misconduct or criminal activity, they shall be required to reimburse any legal costs advanced by World Strongman.

## **6. Limitations and Insurance**

- Indemnity coverage shall be subject to policy limits and financial resources available within World Strongman.



- Additional coverage may be provided through insurance policies arranged by World Strongman.

## **7. Claims Procedure**

- Officials seeking indemnification must notify World Strongman in writing within 30 days of becoming aware of a claim.
- The request must include details of the claim, legal proceedings, and relevant supporting documents.
- World Strongman reserves the right to approve or deny indemnification requests based on a case-by-case evaluation.

**8. Review and Amendments** This Indemnity Policy shall be reviewed periodically to ensure alignment with best practices in international sports governance, including the policies of the International Olympic Committee (IOC) and other recognized federations.

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This document serves as the official Indemnity Policy of World Strongman, ensuring transparency and accountability in governance while protecting officials from undue liability in the execution of their duties.