

WORLD LACROSSE CONFLICT OF INTEREST POLICY

Introduction

This World Lacrosse (“WL”) Conflict of Interest Policy (this “*Policy*”) shall apply to each of the following: (a) all members of the WL Board of Directors; (b) all other members of any WL Committee, Commission and/or Working Group; and (c) all WL employees. The persons referred to in clauses (a) – (c) above are referred to as “*WL Representatives*” throughout this document.

Purpose

The purpose of this Policy is to ensure that all decisions made or actions taken by any WL Representative are made or taken without regard to any bias or influence that may arise as a result of any personal, financial, pecuniary or business interest in such decision or action that such WL Representative may possess.

Requirements

All WL Representatives shall declare any and all direct or indirect personal, financial, pecuniary or business interests that actually conflict with, could reasonably be expected to conflict with, or may be reasonably perceived to conflict with, their respective duties to or responsibilities within WL (any such interests being hereinafter referred to as “*Conflicting Interests*”).

In addition, no WL Representative shall accept any outside appointment during their tenure with WL that could reasonably be expected to give rise to any Conflicting Interests without first declaring the same to WL in accordance with the terms of this Policy.

For purposes of this Policy, the term “Conflicting Interests” shall be interpreted broadly and shall include, without limitation the following:

- (a) actual, potential or reasonably perceived Conflicting Interests;
- (b) direct and indirect Conflicting Interest; and
- (c) Conflicting Interests that arise (or could reasonably be expected to arise) as a result of the activities and interests of (i) any member of a WL Representative’s immediate family, (ii) any direct lineal ascendant or descendent of any WL Representative or (iii) any other individual person living in the same household as such WL Representative.

No WL Representative shall vote on, authorize, take or otherwise participate in any action or decision with respect to which they have an actual Conflicting Interest. In the event of an actual Conflicting Interest, the applicable WL Representative should promptly recuse themselves (or shall be promptly recused by the Finance and Governance Director, the Chair of the relevant Commission, Committee or Working Group or the Chief Operating Officer of WL, as the case may be).

With respect to any applicable Conflicting Interest other than an actual Conflicting Interest, the Board of Directors, the remaining members of the applicable Commission, Committee or Working Group or the Chief Operating Officer of WL shall, after considering all available facts and circumstances, determine in good faith whether the applicable WL Representative will be recused from the relevant vote.

Roles and Responsibilities

A register of Conflicting Interests will be maintained by the Finance and Governance Director (or other named Director). All WL Representatives shall declare their Conflicting Interests by completing a Conflicts of Interest form upon appointment and thereafter on an annual basis. A copy of the Conflicts of Interest form is attached to this Policy. The Finance and Governance Director shall send each WL Representative a reminder regarding the requirement to complete a Conflict of Interest form on or before January 30th of each calendar year.

With respect to any annual Conflict of Interest filing made by any WL Representative, if there has been no change since the date of their last Conflict of Interest filing, then a WL Representative shall be entitled to provide the Finance and Governance Director with an e-mail to that effect, and that email shall constitute their Conflict of Interest filing for the applicable calendar year.

Each WL Representative shall promptly notify WL in writing of any and all changes to their last Conflict of Interest filing. Any such amendments or updates shall be sent to the Finance and Governance Director (if such amendment or update relates to a WL director), the Chair of the relevant Commission, Committee or Working Group (if such amendment or update relates to a member of a WL Commission, Committee or Working Group) or the Chief Operating Officer of WL (if such amendment or update relates to a WL employee).

Sallie Barker
Finance and Governance Director
24/04/21

Agreed at FIL Board meeting January 15, 2013

Updated to change from FIL to WL January 31, 2020

Updated to include Commissions, Committees & Working Groups March 2, 2021 (subject to approval at 2021 GA)

Updated to include direct and indirect conflicts of interest, to revise syntax and to reorganize provisions July 6, 2021 (subject to approval at 2021 GA)

WORLD LACROSSE CONFLICTS OF INTEREST DECLARATION

I declare that I have significant connection with the following organizations such that it may be deemed that the interest involved might influence the responsibilities and duties that I hold with regards to World Lacrosse:

Organization	Nature of Interest

I declare that my spouse, close family member, person living at the same residence has significant connection with the following organizations such that it may be deemed that the interest involved might influence the responsibilities and duties that I hold with regards to World Lacrosse:

Organization	Nature of Interest

I declare that I have no significant interests that may influence the responsibilities and duties that I hold with regard to World Lacrosse.

Name:

Signature:

Position:

Date:

The form should be completed and returned, preferably electronically (electronic signatures are acceptable) to:

- The Finance & Governance Director (or other appointed Board member) for Board members
- To the Chair of your Commission, Committee or Working Group.

Please return this form by <insert date here>.