

WORLD CURLING

CONFLICT OF INTEREST POLICY

Version:	2.0
Owner:	World Curling Governance Commission
Approved By:	World Curling Board – 10 August 2026
Next Review Date:	No later than January 2028 (min. once every two years)
Note:	Update to branding and font style; use of the name World Curling; updated form/table last page

1. POLICY STATEMENT

World Curling has a duty to ensure that all aspects of their business dealings with members, suppliers, and individuals are carried out with the utmost honesty and integrity. As such, this document sets out World Curling's policy for identifying and managing conflicts as well as potential or perceived conflicts of interests for all persons involved in World Curling activities.

2. APPLICATION

This policy is applicable to the following groups of people (hereinafter referred to as "WCF Personnel"):

2.1 Each person serving as a member of the World Curling Board, including the President, the Secretary General, Board Members and any member standing for election to the Board. The Directors of World Curling have a legal obligation to act in the best interests of World Curling and its members and, by adopting this policy, they confirm their obligations are understood.

2.2 Each person serving as a member of a Committee, Commission or Working Party of World Curling.

2.3 Each person employed (whether full-time, part-time, permanently, for a fixed term or on a temporary basis) or engaged as a supplier, consultant, or contractor.

2.4 Each person appointed or assigned by World Curling to work / volunteer at a World Curling organised event and / or attend an event on behalf of World Curling. Namely any person who receives accreditation for an event as a representative of World Curling.

3. CONFLICTS OF INTEREST

There are three types of conflict of interest:

- a) An **apparent conflict of interest** arises where a member of WCF personnel does not have a conflict of interest, but someone could be justified in thinking one exists. Apparent conflicts can be as damaging as potential or actual conflicts because they may cause suspicion and, therefore, need to be resolved wherever possible.
- b) A **potential conflict of interest** occurs when a member of WCF personnel has a conflict with respect to a certain judgement, but is not yet in a position where that judgement must be exercised.

- c) A potential conflict becomes **an actual conflict of interest** when a member of World Curling personnel is able to exercise that judgement.

A conflict of interest is considered to exist:

3.1 Whenever a person might think that a member of the World Curling personnel might be influenced to put their (or any other person's) personal or business interests before the interests of World Curling.

3.2 Whenever a person might think that the member of the WCF personnel would benefit directly / indirectly from information received by, or a decision made by World Curling.

3.3 Where a member of the World Curling personnel has two separate and competing interests and it is unclear as to which interest they are acting for in a particular case.

3.4 In assessing whether a situation of conflict of interest exists, direct as well as indirect interests must be considered. This includes the interests of a third person or entity such as:

3.4.1 Any parent, grandparent, child, stepchild, grandchild, brother, sister, or spouse of a member of World Curling personnel or any person living with the member of World Curling personnel as his or her partner.

3.4.2 A firm, company, or association in which the member of the World Curling personnel is a partner, employee, consultant, director, member or shareholder.

4. DUTY TO AVOID CONFLICTS OF INTEREST

4.1 Each member of World Curling personnel must avoid any situation involving, or that could lead to actual, potential, or perceived, present or future conflicts, between personal interests and official duty or work-related activities.

4.2 If a conflict of interest or, a potential or perceived conflict of interest exists, it must be declared by the member of World Curling personnel.

4.3 Any doubt as to whether certain facts or circumstances may give rise to a conflict of interest should be resolved in favour of declaring those facts or circumstances.

5. DECLARATIONS OF INTERESTS

5.1 Upon appointment, each member of World Curling personnel shall declare, in writing, all personal interests of any kind which may result in an actual, potential, or perceived conflict of interest, when carrying out a World Curling duty. This declaration must include:

5.1.1 Directorships, partnerships, employment or ownership / financial interests with Member Associations, leagues, clubs, or businesses that are engaged in the sport of Curling or derive any substantial portion of their revenue from Curling.

5.1.2 Trusteeships or board positions with Member Associations, or institutions or charities that are engaged in the sport of Curling or derive any substantial portion of their revenue from Curling.

5.1.3 Any material interests arising from close family or personal relationships with another member of World Curling personnel.

5.2 Any actual, potential, or perceived conflict of interest must be declared, in writing, to the World Curling Secretary General.

6. MANAGING CONFLICTS OF INTEREST

The relevant authority, set out below, will decide on how to manage the conflict of interest that has been declared:

6.1 President – for conflicts of interest relevant to World Curling Board members or the World Curling Secretary General.

6.2 Vice Presidents – for conflicts of interest relevant to the President.

6.3 Secretary General – for conflicts of interest relevant to other members of World Curling personnel.

6.4 Commission / Meeting Chair – for conflicts of interest which become relevant during a meeting.

Potential Breaches/Violations of the Policy

1. If the above-mentioned personnel have reasonable cause to believe that a person has failed to disclose actual or possible conflicts of interest, they shall inform the person of the basis for such belief and afford the person an opportunity to explain the alleged failure to disclose.
 2. If, after hearing the response of the person and making such further investigation as may be warranted in the circumstances, the investigating individual determines that the person has in fact failed to disclose an actual or possible conflict of interest, they shall take appropriate disciplinary and corrective action which may include, but not limited to:
 - a) discussions with the person about desired behaviours
 - b) a verbal or written warning to the person
 - c) suspension from the role
 - d) dismissal from the role
- 6.5 The deciding authority may decide, however, that the person in question:
- 6.5.1 can continue to perform their duties and / or participate as normal in a meeting during which the interest will be minuted.
 - 6.5.2 shall not participate in the meeting and is to abstain in any vote or decision making.
 - 6.5.3 will withdraw for the whole or part of the affected meeting.
- 6.6 This decision is final with no opportunity to appeal.

WORLD CURLING DECLARATION OF INTERESTS FORM

To the best of my knowledge, I, the undersigned, declare that the following information is complete and correct:

- I have read, understood, and agree to be bound by, and comply with World Curling's Conflict of Interest Policy
- I do not have and nor do I currently anticipate having any conflict of interest, actual or potential, other than is set out in this Declaration Form
- I agree to review the information provided on a regular basis
- I agree to be bound by any decisions taken by relevant authorities in accordance with World Curling's Conflict of Interest Policy
- I agree to the information detailed in this form will be used for its intended purpose and no other

First Name:	Surname:
Position:	
Details of conflict of interest (actual, perceived or potential) Please indicate "no conflict of interest" if applicable	
Place Date	
Signature	