



Irish Amateur Wrestling Association CLG.

Code of Conduct for the Management and Executive Committees

The Irish Amateur Wrestling Association CLG. places utmost importance on its reputation for behaving ethically and fairly. The Code of Conduct provides a practical guide to Management and Executive Committee members to assist them in their activities and decision-making duties as a member of the association. This Code of Conduct applies to all Members of the Irish Amateur Wrestling Association Management and Executive Committee members.

The Irish Amateur Wrestling Association CLG. are required to comply with the Companies Act 2014, The Charities Act 2009 and other relevant legislative requirements and as a result, members of the Management and Executive Committee must also comply.

Behaving with Integrity

All members of the Irish Amateur Wrestling Association CLG are expected to exercise the highest standards of honesty in their business dealings. Management and Executive Committee members must adhere to and respect company procurement policy and claim expenses only as appropriate to their committee's business needs. Management and Executive Committee members may not use company property or assets for personal gain or engage in business practices that may be generally considered improper in nature.

Management and Executive Committee members may not accept gifts, hospitality, benefits or offers of preferential treatment that may affect (or be perceived to affect) the ability of Management and Executive Committee members to make objective decisions with respect to the company.

All I.A.W.A. clg Members must undertake not to behave in a manner that could damage the reputation of the Association.

Respecting Confidentiality

Each Management and Executive Committee member owe a duty of confidentiality to the company and is expected to safeguard, and not disclose, sensitive information such as

- Information that is not in the public domain
- Sensitive business information with respect to beneficiaries, funders or company finances
- Any information which the Management and Executive Committee has deemed to be confidential

Management and Executive Committee members are expected to safeguard associations documents, information and reports and ensure that they are not accessed or mis-used by third parties.

The duty of confidentiality does not end upon cessation of Management and Executive Committee members.

Management and Executive Committee members should be aware of the company's obligations under the Data Protection Acts 1988 and 2003 and the Freedom of Information Act 1997.

Approved by the management committee 02/02/2020. To be review in every two years or when the need arises



Complying with Legislation

Management and Executive Committee members are required to fulfil all regulatory, reporting and oversight obligations, imposed on the company; in as far as it is within their power to do so.

Directors are also required to adhere to the company's procedures for handling conflicts of interest and to ensure that the company's Annual Returns and Financial Statements are not misleading or inaccurate.

Disclosure of Interests

Management and Executive Committee members are required to disclose to the Company Secretary and CEO details of outside interests which are, or may be, in conflict with company operations. Management and Executive Committee members are required to adhere to committee procedures for handling conflicts of interest. Management and Executive Committee members have a responsibility to be loyal to the company and be fully committed to pursuing the best interests of the company members.

Behaving Ethically and Fairly

All Management and Executive Committee members:

- Expected to conform to the highest standards of business ethics
- Commit to fairness in all business dealings
- Ensure that concerns of company members and the wider community are fully considered

Gifts and Hospitality Guidelines

- It is not appropriate for Management and Executive Committee members to accept gifts from suppliers or contractors who have worked for the company. Such offers of gifts should be declined. Gifts should be returned to the sender, advising that acceptance would contravene company policy. Details of returned gifts should be provided to the I.A.W.A. clg. Secretary.
- Modest hospitality may be accepted by Management and Executive Committee members subject to:
 - Prior approval having been received from the President
 - The frequency and scale of the hospitality is reasonable and not excessive
 - No travel or overnight accommodation is provided

Details of hospitality that has been declined should be provided to the CEO.

Professional Advice

Management and Executive Committee members may access independent professional advice should they deem it necessary in furtherance of their duties. Management and Executive Committee members should follow I.A.W.A. clg. procedures and consult with the Company Secretary and CEO should the need to consult independent advice arise.



Review

This Code of Conduct will be reviewed every two years.

Compliance

Management and Executive Committee members are required to read and acknowledge receipt of the Management and Executive Committee members Code of Conduct and to confirm in writing their intention to comply with the Code.

Declaration of Undertaking to Comply with the Management and Executive Committee members Code of Conduct of the Irish Amateur Wrestling Association

“I have read and understand the Code of Conduct for Management and Executive Committee members and confirm that I will undertake to comply with the Code.”

Name (print): _____

Signed: _____

Date: _____

This Declaration of Undertaking to comply with the Code of Conduct for Management and Executive Committee members should be signed, dated and returned to the I.A.W.A. clg. Secretary