



IWCA Conflicts of interest Policy



1. Purpose

The purpose of this Conflict of Interest Policy is to establish guidelines to identify, disclose, and manage conflicts of interest that may arise in the course of carrying out duties and responsibilities within IWCA

2. Scope

This policy applies to all members, board members, executive committees, and volunteers of IWCA

3. Definition of Conflict of Interest

A conflict of interest arises when an individual's personal interests or relationships interfere or appear to interfere with their ability to act in the best interest of IWCA.

4. Disclosure

All individuals covered by this policy are required to disclose any actual or potential conflicts of interest to the IWCA board, in writing. Such disclosures should include details of the conflict and how it may impact the organization.

5. Examples of Conflicts of Interest

Examples of conflicts of interest include, but are not limited to:

- Financial interests
- Employment or consulting arrangements that could influence decision-making
- Family or personal relationships with manufacturers, suppliers, clients, or competitors
- Having a position at an MNA or IWCA NCA of any country

6. Review and Management

Upon receipt of a disclosure, the IWCA will review the conflict and determine an appropriate course of action. This may include recusal from decision-making, divestment of conflicting interests, or other measures deemed necessary to mitigate the conflict.

7. Confidentiality

All disclosures and discussions related to conflicts of interest will be treated with the utmost confidentiality, except where disclosure is required by law.

8. Annual Review

This policy shall be reviewed annually by the IWCA board to ensure its effectiveness and relevance.



9. Compliance

Failure to comply with this policy may result in disciplinary action, up to and including termination of cooperation or removal from the board.

10. Acknowledgment

All covered individuals are required to acknowledge receipt and understanding of this policy annually.

11. Contact Information

For questions or concerns regarding this policy, please contact IWCA .

12. Effective Date

This policy shall be effective as of 1/3/2024

IWCA – Acknowledgement Conflict of Interests policy

Name	
Positions held in IWCA	
Disclosure Conflict of Interest(s)	
Date of declaration (or review)	

I hereby declare to be compliant to the IWCA Conflict of Interest policy and give my consent for it to be used for the purposes described in this and for no other purpose.

Date:	
Signed:	