



Water Polo Australia Limited

Conflict of interest Policy

Adopted on 20 September 2019

Overview and Application

This Conflict of Interest Policy (the “**COI Policy**”) is approved by the Water Polo Australia Limited (“**WPA**”) and is in force in respect of:

1. Directors of WPA
2. Officers and employees of WPA
3. Members of committees, commissions and panels established by the WPA Board, including but not limited to:
 - 3.1. WPA Athletes Commission
 - 3.2. Finance, Risk & Audit Committee
 - 3.3. Nominations Committee
 - 3.4. Remuneration Committee
 - 3.5. Governance Committee
 - 3.6. High Performance Committee
 - 3.7. Sport Development Committee
4. Delegates and appointees of the Board including National Selection Panel members, Appeals Tribunal members, Disciplinary Tribunal Members, Referee Director, and other individual delegates and appointees

from the date of approval of this COI Policy.

What is a conflict of interest

A conflict of interest will arise where a representative of WPA may directly or indirectly derive a benefit in relation to or as a consequence of a decision to be made or action to be taken by WPA and that person participates in or is in a position of influence in relation to that decision or action.

Duty to avoid conflicts of interest

Representatives of WPA must not place themselves in a position where there is a real and sensible possibility of a conflict of interest. A conflict of interest will also arise where an

associate of the representative of WPA may directly or indirectly derive a benefit in relation to a decision to be made or action to be taken by WPA and the representative participates in or is in a position of influence in relation to that decision or action. For the purposes of this policy an associate of a representative of WPA will include:

1. Close family members or business associates •
2. Companies or partnerships where the representative of WPA is a shareholder, employee or director or otherwise derives a benefit from the company or partnership

Duty to disclose conflicts of interest

Representatives of WPA referred to in the 'Overview and Application' section have a duty to disclose conflicts of interest to the relevant person or body. Directors of WPA and the delegates and appointees of the Board should disclose conflicts of interest to the Chairman of the Board and the Chief Executive Officer of WPA. Employees and members of the committees and panels should disclose conflicts of interest to:

1. If applicable, the chairman of the relevant panel or committee or commission; and
2. The Chief Executive Officer of WPA

Procedure for Managing Conflicts of interest

The action which a representative of WPA should take if he or she is faced with an actual or potential conflict of interest in relation to a particular matter being considered will depend on the nature and circumstances of the conflict. Generally, it will include abstaining from voting on the matter and absenting themselves from all deliberations relating to the matter. The Chairman of the Board or Chief Executive Officer of WPA may also provide direction and guidance in relation to the procedures and steps to be taken at the time a representative of WPA makes a disclosure.

Maintenance of a Conflicts of Interest Register

WPA will maintain a register of conflicts of interests disclosed under this policy. Members and Participating Members of Water Polo Australia may make a written application to the Chairman of the Board to inspect the register of conflicts of interest. The Chairman may refuse the application in circumstances where they reasonably consider the application to be frivolous or vexatious.

REVIEW HISTORY OF WATER POLO AUSTRALIA LIMITED

CONFLICT OF INTEREST POLICY

<i>Version</i>	<i>Date reviewed</i>	<i>Date endorsed</i>	<i>Content reviewed/purpose</i>
<i>One</i>	<i>September 2019</i>	<i>20 September 2019</i>	
<i>Two</i>			
<i>Three</i>			
<i>Four</i>			
<i>Five</i>			
<i>Six</i>			