

WORLD TRIATHLON WHISTLEBLOWING POLICY

1. INTRODUCTION

- 1.1. The World Triathlon Whistleblowing Policy (hereinafter the “Policy”) applies to all to Officials and Affiliated members of World Triathlon (hereinafter “TRI”).
- 1.2. For the purpose of this Policy, any Official or Affiliated member who discloses information to TRI under this Policy is hereinafter referred to as a “Whistleblower”.
- 1.3. It is vital to the sport that any fraud, misconduct, or wrongdoing within TRI is reported and properly dealt with. TRI therefore encourages all Officials and Affiliated members to raise any concerns that they may have about the conduct of others in the sport or the way in which TRI is run. This Policy sets out the way in which Officials and Affiliated members may raise any concerns that they have and how those concerns will be dealt with.
- 1.4. Any matter raised under the procedure of this Policy will be investigated thoroughly, promptly, confidentially, and anonymously if requested.

2. DISCLOSABLE MATTER

- 2.1. A disclosable matter is a disclosure made in good faith if there is a reasonable belief that the following is being, has been or is likely to be committed:
 - 2.1.1. a criminal offence;
 - 2.1.2. a miscarriage of justice;
 - 2.1.3. an act creating risk to health and safety;
 - 2.1.4. an act causing damage to the sport environment, included but not limited to any venue and/or course organised within TRI;
 - 2.1.5. a breach of any other legal obligation; or
 - 2.1.6. concealment of any of the above;
- 2.2. Please note that it is not necessary to have proof that such an act is being, has been, or is likely to be committed, a reasonable belief is sufficient. The Whistleblower has no responsibility for investigating the matter - it is TRI responsibility to ensure that an investigation takes place.
- 2.3. Retaliation and/or victimisation of a Whistleblower for raising a matter under this Policy will not be tolerated and shall be considered as a disciplinary offence .

3. CHANNEL FOR DISCLOSURE

- 3.1. Any disclosure should be made to the following and dedicated email address: confidentialreport@triathlon.org
- 3.2. All information or suspicions have value and could be decisive in uncovering any fraud, misconduct, or wrongdoing. It is thus important that in any disclosure all information is reported and described in the most detailed way possible.

4. CONFIDENTIALITY OF THE DISCLOSURE

- 4.1. The security of the information provided is of utmost importance to TRI.
- 4.2. All disclosures will be processed in strict confidentiality. The information and/or the identity of the Whistleblower will only be made available to the external officer in charge of dealing with whistleblowing and may be disclosed to dedicated persons within TRI, as necessary for the effectiveness of the process.
- 4.3. TRI will collect and process the information in a way that guarantees the safe and confidential handling of the information received and prevents the disclosure of the source of information.
- 4.4. Please note that TRI may be under legal requirement or otherwise expected to disclose the information submitted by the Whistleblower to national and/or international law enforcement and/or public authorities having jurisdiction over the reported person(s) and/or fact(s).

5. PROCEDURE

- 5.1. The external officer will arrange an investigation on the matter (either by investigating the matter themselves or immediately passing the issue to the Tribunal). The investigation may involve the Whistleblower and other individuals involved in giving a written statement. The statement of the Whistleblower will be considered, and he/she will be asked to comment on any additional evidence obtained. The external officer will then report to the Secretary General and to the Tribunal.
- 5.2. At the conclusion of any investigation, the Whistleblower will be told the outcome of the investigation.
- 5.3. If misconduct is discovered as a result of any investigation under this procedure the TRI's disciplinary procedure will be used, in addition to any appropriate external measures.
- 5.4. If the external officer is led to believe that the Secretary General is involved in the wrongdoing, the external officer should inform the TRI Executive Board to review the investigation and make any necessary enquiries. Any approach to the Executive Board will be treated with the strictest confidence and the Whistleblower identity will not be disclosed to others without the Whistleblower's prior consent.

6. ABUSE OF WHISTLEBLOWING

- 6.1. The Whistleblower agrees that by submitting information, he/she shall not impersonate any other person or entity and/or use names, personal data or other information (including but not limited to phone numbers or email addresses) pertaining to other individuals or entities.
- 6.2. Furthermore, the Whistleblower agrees that he/she will not falsely state or otherwise misrepresent any purported fact, matter or information or otherwise make any statement that he/she knows, believes or should have reasonably known or believed not to be true, accurate and correct in any disclosure submitted to TRI.

- 6.3. By submitting a disclosure to TRI, the Whistleblower expressly confirms that the information contained therein is true, accurate and correct to the best of his/her knowledge and reasonable belief.
- 6.4. Any abuse of the whistleblowing system shall be considered a disciplinary offence.

7. DATA PROTECTION

- 7.1. TRI will process data that it receives pursuant to this Policy in accordance with the relevant Data Protection Regulations and policy.