



IWF HUMAN RIGHTS AND NON-DISCRIMINATION POLICY

I. Introduction

1. This policy (“Policy”) applies to anyone who is involved in, affected by, or otherwise engaged in IWF operations.
2. IWF recognises its obligation and responsibility to uphold and safeguard the inherent dignity and equal rights of everyone affected by its activities, with due regard to sustainable development and protection of the environment. Such obligation and responsibility is enshrined in Article 4 of the IWF Constitution.
3. This Policy defines a standard of conduct for IWF and all of its bodies and employees and for a wide range of entities, including not only its member associations and continental and regional federations, but also its commercial partners, service providers and suppliers and entities tasked with organising IWF competitions and, notably, persons or entities that are involved with our athletes and technical officials.

II. Our Human Rights Commitment

1. IWF is committed to respecting internationally recognised human rights in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs)¹ in its operations globally. Special focus is placed on those areas which are within the IWF’s direct influence.
2. IWF is committed to taking measures, based on in-depth due-diligence processes, to avoid causing or contributing to adverse human rights impacts through its own activities and to addressing and remediating such impacts when they occur. In addition, IWF seeks to prevent or mitigate adverse human rights impacts that are directly linked to its operations, or services by its business relationships, even if IWF has not contributed to those impacts. In line with the UNGPs, IWF will exercise its leverage, and seek to increase said leverage where necessary, in connection with adverse human rights impacts arising through its business relationships. To this end, IWF will explore and make use of all options available to it within the said relationships.
3. IWF will strive to go beyond its responsibility to respect human rights, as enshrined in the UNGPs, by taking measures to promote the protection of human rights and positively contribute to their enjoyment.
4. Given the nature of its operations, IWF shall monitor the potential adverse human rights impacts of its activities and take steps to ensure:
 - protection of the physical and moral integrity of athletes, especially the young ones: IWF commits to respect the human rights of athletes and advance their protection, particularly regarding issues in connection with doping.
 - safeguarding of labour rights: IWF respects the human rights of its employees and workers to which it is linked through its engagement with other entities in the services industry and goods production which are part of the organisation and hospitality for weightlifting events or

¹ Available at: https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

the production of sports equipment;

- protection from discrimination: IWF places particular emphasis on identifying and addressing differential impacts based on gender and on promoting gender equality and preventing all forms of harassment, including sexual harassment;

- protection of the environment by implementing sustainability in the context of conducting its own operations and for the same purpose commits to engage with the local host organisers, the relevant host country governments and private sector entities as may be intervening in the organisation of the IWF in having sustainability implemented in connection therewith;

- security: IWF shall see that adequate measures are put in place in the organisation of IWF competitions for the safety and security of people who are attending, participating, or are otherwise involved in or affected by weightlifting events. For this purpose, it commits to engage with the local host organisers, the relevant host country governments and private sector entities as may be intervening in the organisation in minimising potential risks and in respect of safety and security.

5. Guided by its human rights approach, IWF engages in an ongoing due diligence process to identify, address, evaluate and communicate the risks of involvement with adverse human rights impacts. IWF is committed to consider practical responses to any issues raised as a result of our due diligence, within the relevant context, including by engaging in meaningful consultation with its partners and stakeholders and exploring all options available to it.
6. Where national laws and regulations and international human rights standards differ or are in conflict with each other, IWF will follow the higher standard without infringing upon domestic laws and regulations. Where the national context risks undermining IWF ability to ensure respect for internationally recognised human rights, IWF will constructively engage with the relevant authorities and other stakeholders and make every effort to uphold its international human rights responsibilities.
7. IWF implements its human rights commitment through a four-pillar approach:

III. Pillar I Commit and embed

1. IWF publicly commits to upholding its human rights responsibilities and takes measures to embed respect for human rights within its bodies and the administration as well as among its member federations. In this respect, IWF has adopted this Policy commitment and will actively communicate and promote it both internally and externally.
2. Furthermore, IWF will set up the necessary internal structures and processes to implement its human rights commitment under the operational leadership of its management, adapt internal codes, policies and guidelines in line with this Policy, engage in the training of its staff and third parties and embed respect for human rights in all of its relationships.

IV. Pillar II Identify and address

1. IWF continuously identifies potential and actual adverse human rights impacts associated with its activities and addresses such risks through adequate prevention and mitigation measures. As part of these efforts, IWF incorporates risks to people in its risk assessments and identifies its most salient risks. It also encourages and, where appropriate, requires its member associations and continental and regional federations, its commercial partners, service providers and suppliers and entities tasked with organising IWF competitions to do the same with respect to activities directly linked to their relationship with IWF.

2. In particular, IWF appropriately reflects its human rights commitment in the requirements for the bidding and hosting of IWF competitions, notably by including in such requirements a clause committing to the principles of this policy, and takes human rights into account in the selection of host countries. Moreover, IWF defines and implements action plans to address salient human rights risks and tracks the effectiveness of measures taken.

V. Pillar III Protect and remedy

1. IWF helps protect those who advocate respect for human rights associated with its activities and is committed to contributing to providing remedy where individuals have been adversely affected by activities associated with IWF.
2. Additionally, IWF ensures that its athletes and officials and everyone linked to it or its member associations and continental and regional federations, its commercial partners, service providers and suppliers and entities tasked with organising IWF competitions are safe from all forms of harassment, abuse or exploitation. In doing so, IWF enables its stakeholders, partners and third parties to handle all relevant matters in consultation with IWF and, in particular, the IWF Governance Commission and appoints a Safeguarding Officer in accordance with the IWF Constitution with the authority to battle adverse human rights impacts internally.

VI. Pillar IV Engage and communicate

1. IWF will engage with external stakeholders and partners in a structured manner and will communicate regularly and transparently with its member associations and continental and regional federations and the general public about its efforts to ensure respect for human rights.
2. Human rights commitments are binding on all IWF bodies and officials when exercising their respective powers and competences, including when interpreting and enforcing IWF rules. The IWF Executive Board is responsible for the overall strategic direction. It adopts and decides on amendments to IWF regulations, with the exception of the IWF Statutes, which are the responsibility of the IWF Congress. Furthermore, the IWF Governance Commission or special working groups provide strategic guidance to the IWF Executive Board on matters of human rights.

VII. Adoption and Enforcement

This Policy was adopted by the IWF Executive Board on 7 August 2023 and comes into force immediately.

IWF President
Mr. Mohammed Jalood

IWF General Secretary Treasurer
Mr. Antonio Urso