



## **Risk Management Policy**

### **1. Purpose**

The purpose of this Risk Management Policy is to provide a structured approach to identifying, assessing, and mitigating risks associated with the operations and governance of Pentathlon Canada. This policy ensures that risks are effectively managed to protect athletes, members, staff, volunteers, and stakeholders while supporting the overall mission of the organization.

### **2. Scope**

This policy applies to all aspects of the NSO's operations, including governance, financial management, athlete development, event organization and stakeholder engagement. It applies to all members, employees, contractors, volunteers, and participants involved in the sport of Modern Pentathlon.

### **3. Principles of Risk Management**

Pentathlon Canada's risk management approach is based on the following principles:

- **Proactive Identification:** Risks are identified before they become critical issues.
- **Integrated Approach:** Risk management is embedded into all decision-making processes.
- **Accountability:** Clear roles and responsibilities are assigned for risk management.
- **Continuous Improvement:** Regular reviews ensure the policy remains effective and relevant.
- **Transparency and Communication:** Risks are openly communicated to relevant stakeholders.

### **4. Risk Categories**

Pentathlon Canada recognizes the following key risk categories specific to Modern Pentathlon:

- **Operational Risks:** Risks related to training, competitions, and program delivery, including event logistics for fencing, swimming, obstacle racing, laser-run (running and shooting), and athlete transitions between disciplines.
- **Financial Risks:** Risks associated with budgeting, funding, sponsorships, and financial sustainability of multi-discipline events.

- **Legal and Compliance Risks:** Risks linked to governance, contracts, policies, and regulatory requirements specific to Modern Pentathlon's unique disciplines and international sport regulations.
- **Reputational Risks:** Risks impacting public perception, athlete integrity, and stakeholder trust, particularly in response to evolving rule/format changes in the sport.
- **Health and Safety Risks:** Risks affecting the well-being of athletes, coaches, officials, and volunteers, including injury prevention strategies for high-impact sports, water safety, and laser-pistol handling in laser-run events.
- **Technological Risks:** Risks related to data security, system failures, and technology integration for performance analysis, competition management, and timing/scoring systems.

## **5. Risk Management Process**

Pentathlon Canada follows a structured process for managing risks:

- **Risk Identification:** Identifying potential risks across all Modern Pentathlon operations.
- **Risk Assessment:** Evaluating risks based on likelihood and potential impact on athlete safety, competition fairness, and operational efficiency.
- **Risk Mitigation and Control:** Implementing measures to reduce, transfer, or eliminate risks, including safety protocols.
- **Monitoring and Review:** Regularly reviewing risk management practices and adjusting as necessary to reflect changes in sport regulations and event formats.
- **Reporting and Communication:** Ensuring risk information is shared with appropriate stakeholders, including provincial/territorial, national and international governing bodies.

## **6. Roles and Responsibilities**

- **Board of Directors:** Provides oversight, ensures compliance, and approves the risk management framework for Modern Pentathlon.
- **Executive Leadership:** Implements risk management strategies and integrates them into daily operations.
- **Staff, Coaches, and Volunteers:** Responsible for identifying and reporting risks within their roles, with special attention to athlete safety during multi-discipline events.

## **7. Risk Reporting and Review**

- Risk assessments and reports will be conducted annually and as required for major Modern Pentathlon competitions.
- A risk register will be maintained to track identified risks, mitigation measures, and outcomes.
- Lessons learned from past incidents, such as obstacle falls or timing malfunctions, will inform future risk management strategies.

## 8. Risk Registry As per Canadian Sport Guidelines

A Risk Registry will be maintained, tracking risks in the following format:

Risk Category	Identified Risk	Likelihood (Low/Medium/High)	Impact (Low/Medium/High)	Mitigation Strategy	Responsible Party	Review Date
Health & Safety	Fencing-related injuries	High	High	Mandatory safety equipment use, training, emergency protocols	Competition Manager	Quarterly
Health & Safety	Obstacle-related injuries	High	High	Mandatory training, emergency protocols	Competition Manager	Quarterly
Operational	Timing system failures	Medium	High	Backup systems, pre-event testing, technical support on-site	Event Operations	Annually
Financial	Loss of sponsorship	Medium	High	Diversification of funding sources, long-term partnership agreements	Sponsorship Team	Annually
Legal & Compliance	Non-compliance with international rules	Low	High	Regular updates from UIPM, staff training, legal counsel review	Legal Team	Annually

Risk Category	Identified Risk	Likelihood (Low/Medium/High)	Impact (Low/Medium/High)	Mitigation Strategy	Responsible Party	Review Date
Reputational	Doping allegations	Low	High	Strict anti-doping policies, regular athlete education, transparent testing	Anti-Doping Officer	Biannually
Technological	Data security breach	Medium	High	Encryption, regular security audits, staff cybersecurity training	IT Team	Annually

## 9. Compliance and Enforcement

Non-compliance with this policy may result in corrective action, including training, policy amendments, or disciplinary measures as deemed necessary by Pentathlon Canada leadership.

## 10. Policy Review

This policy will be reviewed every two years or as required based on changes in regulatory requirements, operational needs, or emerging risks in Modern Pentathlon.

## 11. Approval and Implementation

This policy is approved by the Pentathlon Canada Board of Directors and is effective as of March 9, 2025. All Pentathlon Canada members and stakeholders are expected to comply with this policy to ensure a safe, sustainable, and well-managed Modern Pentathlon environment.