

# UWW RISK ASSESSMENT MATRIX

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## Risk Rating Key

Risk Rating			Risk Assessment							
Likelihood of risk occurrence			LIKELIHOOD	SEVERITY						
LOW (Unlikely to occur)	MODERATE (Could possibly occur)	HIGH (Risk has high likelihood of occurring)		1	2	3				
1	2	3		LOW - 1 -	LOW - 2 -	MEDIUM - 3 -				
Severity of impact				2	LOW - 2 -	MEDIUM - 4 -	HIGH - 6 -			
LOW (Little to no impact or harm)	MODERATE (Impact/harm are no insignificant but not critical/severe)	HIGH (Serious impact/harm)		3	MEDIUM - 3 -	HIGH - 6 -	HIGH - 9 -			
1	2	3								

Risks				Risk Mitigation			
Financial risks	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Insufficient Funding: A lack of financial resources to support athletes, events, and administrative activities	1	3	3	UWW to ensure that the financial management of UWW is sound and according to budget approved by the Bureau; to maintain development and growth of sport and sustain all forms of income; to actively search for sponsors and new streams of revenues for re-distribution to the sport.	1	2	2
Economic downturn: economic downturns can affect sponsorships, investments, and government funding.	2	3	6	UWW to maintain sufficient reserves for min. 2 olympic cycles	2	1	2
Currency Exchange Rates: Fluctuations in currency exchange rates can impact international financial transactions.	3	2	6	UWW to mitigate currency exchange risk by trading currencies from accounts in €, \$ and CHF. Solutions found with BCV	2	1	2
Losses on investments (securities, etc.)	3	2	6	UWW to favour low risk investments (investment funds with low risk securities and government bonds, etc.)	2	1	2
Operational Risks	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Event cancellation or postponement: unexpected events like natural disasters, political unrest, or pandemics can lead to the cancellation or postponement of events	1	3	3	To consider host country's recent and past history, political and geographical situation and likelihood of any adverse event when allocating events hosts.	1	2	2
Venue Availability: Challenges related to securing suitable venues for competitions and events.	1	3	3	Inspection visits to ensure venue and hotel availability for the considered dates.	1	2	2
Logistics and Transportation: Delays or disruptions in logistics and transportation can affect the timely delivery of equipment and personnel.	2	3	6	Inspection visits to review projected workforce, staff and logistics of the LOC	1	1	1
Non-delivery of visa to teams/participants	3	3	9	UWW to ensure governmental guarantees are provided to UWW with sufficient time before the event.	3	3	9

Risks				Risk Mitigation			
Reputation Risks	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Doping: doping affairs and scandals likely to tarnish the sport's and the federation's reputation; questions the integrity of competitions; Loss of potential sponsorship partners.	3	3	9	To work closely with the ITA and WADA to fight against doping; to maintain education and communication programs as a priority at all levels (Board, staff, NFs, athletes & ASP, etc.); to invest in Investigation & Intelligence programs.	2	2	4
Ethics and Governance: Misconduct or corruption within the federation/NF can damage its credibility.	3	3	9	To maintain highest standard of integrity among its members (board members, NFs & NFs' members, staff); to abide the rules & Code of Ethics; to regularly monitor any potential conflict of interest; to refer to any potential or alleged case of misconduct to the disciplinary chamber; to regularly train members and communicate on such risks.	2	2	4
Match fixing	3	3	9	To maintain highest standard of integrity among its members (board members, NFs & NFs' members, staff); to abide the rules & Code of Ethics; to regularly monitor any potential conflict of interest; to refer to any potential or alleged case of misconduct to the disciplinary chamber; to regularly train members and communicate on such risks. To communicate of any disciplinary decision.	2	2	4
Illegal betting	1	3	3	Wrestling being less exposed to the betting market, to maintain a reasonable communication & awareness among members on illegal betting and rights/obligations of athletes.	1	1	1
Harassment & abuse	3	3	9	To increase education and awareness programs at all levels (board, NFs, staff, athletes and ASP); to investigate and prosecute any case and/or to refer to law enforcement authorities).	2	2	4

Risks				Risk Mitigation			
Regulatory and Legal Risks	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Legal Disputes: litigation related to contractual agreements (tv, sponsorship, UWW intellectual properties, etc.)	3	2	6	Legal commission & external counsels to regularly review contracts; UWW administration to monitor UWW's/providers' enforcement of each party's rights and obligations; to maintain close and open communications/commercial relationship with providers; to favour arbitration resolution of potential disputes.	1	1	1
Regulatory compliance: Ensuring compliance with international regulations, including anti-doping rules and Olympic Charter	2	3	6	Legal commission, external counsels, UWW departments & administration, Board and Commissions to regularly monitor compliance within respective areas; to report to President/SG/Board any potential breach and propose mitigation measures.	1	2	2
Third party event organizers	3	2	6	UWW administration to monitor compliance with the UWW "Guidelines for the Recognition of Third Party Events"; to take measures pursuant to these rules in case of violation.	1	2	2
Security Risks	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Cybersecurity threats / IT: the risk of data breaches, cyberattacks, and the compromise of sensitive information	3	2	6	With UWW's digital transformation, IT implemented security measures within the IT infrastructure; to closely monitor hacking attempts/	1	3	3
Event Security: Ensuring the safety and security of athletes, spectators, and officials during events	2	3	6	Inspection visits to review any potential security threats and mitigation measures planned by LOCs.	1	2	2

Risks				Risk Mitigation			
Political Risks	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Political instability: events in host countries can be affected by political instability and unrest	3	3	9	UWW President/Board to regularly monitor geopolitical situation in host countries and future hosts; to select "more politically stable" candidates; take any necessary measures (postponment; reallocation)	3	1	3
Diplomatic tensions: Political tensions between countries can impact athlete participation and international cooperation	3	3	9	UWW President/Board to regularly monitor geopolitical situation in host countries and future hosts; to select "more politically stable" candidates; take any necessary measures (postponment; reallocation); to seek guarantees from governments concerning visa and security of participants.	3	1	3
Health Risks (athletes and other participants)	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Disease outbreaks: Health epidemics, such as pandemics, can affect athlete health and event attendance	3	3	9	UWW Medical Commission to regularly monitor WHO's indicators and reports and refer any risk to UWW.	3	2	6
Injuries and health Issues: Athlete injuries and health concerns can impact performance, participation, athlete's career.	2	3	6	Regular monitoring of injuries and injuries' mechanisms by the UWW Medical Commission; prevention of injuries through education (coaches & referees). Publishing of studies and studies monitoring.	2	2	4
Doping	3	2	6	UWW & ITA provide education on the consequences of doping, including health risks (mental and physiological)	2	2	4

Risks				Risk Mitigation			
Climate and Environmental Risks	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Extreme weather: climate-related events, like hurricanes or extreme heat, can disrupt events and impact athlete safety.	2	3	6	To annul, postpone or reallocate any event in immediate danger.	2	1	2
Environmental sustainability: ensuring events are environmentally sustainable and adhere to ecological standards	2	2	4	To work closely with LOCs to host sustainability friendly events (favour hotels close to venue, review transport plans, use of low carbon emission vehicles, waste management, reduction of food waste, etc.); Sustainability actions as requirement for LOCs in BID form & Event Organization Guide.	1	1	1
Athlete-Related Risks (other)	Likelihood of Risk	Severity of Impact	Risk Rating	Mitigation measure(s) to reduce likelihood and/or severity of harm	Post-Mitigation		
					Likelihood of Risk	Severity of Impact	Residual Risk Rating
Political/religious/other demonstrations during events by athletes	2	2	4	UWW Rules of conduct during UWW Events as well as the IOC policy for OG are in place. To ensure all participants know and comply with these rules.	1	1	1
Refusal to compete/leaving victory for political/religious/other reasons.	2	2	4	Disciplinary sanctions apply in case of refusal to compete/leave victory. Any alleged case must be investigated and sanctions applied. To ensure all participants know and comply with this rule. To prevent such case to occur if predictable (for ex. brackets draw of match IRI vs ISR, etc).	1	1	1
Challenge against officiating and sport rules decisions	2	2	4	Reinforcement of coaches' and athletes's education; quality of referees	1	1	1