



International
Handball
Federation

XV. Ethics Code

Edition: 1 September 2016

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ARTICLE 1

I. Preamble

The IHF shall ensure the observance and support of ethics in handball (Article 2, point 2.8 of the Statutes).

To achieve this objective the IHF Council has adopted this Ethics Code in accordance with Article 13.3.13 of the Statutes.

The Ethics Commission is an independent adjudicating body of the IHF, established by the Congress in accordance with Article 21 of the Statutes and Article 6 of the Legal Provisions.

The Member National Handball Federations and Continental Confederations shall adopt and implement a code of ethics based on the principles and rules of the Code or adopt the Code by reference (Article 7.3 of the Statutes).

The responsibilities and function of the Ethics Commission are stated in Article 21.1 of the Statutes, Article 6 of the Legal Provisions and in the Code.

The Appendices to this Code constitute an integral part of the Code.

Reference to one gender shall, when appropriate, also refer to the other gender.



ARTICLE 2

II. Definitions

The words and terms stated below shall for the purpose of the Code be defined as follows:

IHF International Handball Federation

Statutes Statutes of the IHF

Legal Provisions	IHF Legal Provisions
PF	IHF Regulations concerning Penalties and Fines
Code	IHF Ethics Code
IHF Regulations	Joint term for the Statutes and all IHF Rules, Regulations, Codes, Provisions, Stipulations, Decrees, Guidelines, Standing Orders and List of Duties listed in the Overview of binding IHF Regulations, Stipulations, Decrees and List of Duties appended to the Statutes
EC	IHF Ethics Commission
Event	A match, event or series of events of handball held over one or more days conducted under the IHF Rules of the Game
IHF Event	Event sanctioned or organised by IHF including the Olympic Games and all qualifying events for the Olympic Games
NF	Member National Handball Federations as per Article 7 of the Statutes
CHC	Continental Confederations recognised by the IHF as per Article 10 of the Statutes
IHF Official	Any member of the IHF Council, committees, commissions or working groups, any candidate for election to an IHF office and any other individual, who acts or is entitled to act for or on behalf of the IHF
NF Official	Any member of a NF council, committee, commission or working group, any candidate for election to a NF office and any other individual, who acts or is entitled to act for or on behalf of a NF
CHC Official	Any member of a CHC council, committee, commission or working group, any candidate for election to a CHC office and any other individual, who acts or is entitled to act for or on behalf of a CHC

Match Official	Any referee, technical delegate, representative and any other individual accredited by the IHF with regard to a match, Event or IHF Event and appointed by the IHF as per Article 18.6 of the Statutes
Official	Joint term for IHF, NF, CHC Team and Match Officials
Player	Any member of a handball team of a NF or a club affiliated to a NF participating in an Event or IHF Event
Support personnel	Any coach, trainer, agent, manager, medical or paramedical staff, advisers and other support personnel
The IHF Parties	Joint term for all individuals and legal entities referred to above
CAS	Court of Arbitration for Sport in Lausanne, Switzerland

Definitions in an Appendix shall apply to that Appendix only.



ARTICLE 3

III. Applicability

The Statutes shall always apply.

In the event of any inconsistency between the Code and any other IHF Regulations except for the IHF Statutes, the relevant provisions of the Code shall prevail.

The Code applies to:

- The IHF Parties,
- Any individual, who is or has been accredited to attend an IHF Event,
- Any member of an organising committee of an IHF Event,
- Any individual, who acts or is entitled to act for or on behalf of a candidate or host NF for an IHF Event and any member of the local organising committee of such an event,
- Any other individual being subject to the Statutes, an Appendix or agreeing in writing to be subject to the Code.



ARTICLE 4

IV. Ethics Commission – Terms of Reference

When the IHF has jurisdiction under the Code, the proceedings shall be independently handled by the EC, except as stated in Article 21 of the Statutes and in the Legal Provisions regarding the duties of the IHF adjudicating bodies and in the Anti-Doping Regulations.

The EC shall investigate and determine upon reports about alleged violations of the Code by any individual subject to the Code.

The EC shall rule on disputes pursuant to the Code and other applicable IHF Regulations, Swiss law, general principles of law and, if necessary, the rules of law, the application of which the EC deems appropriate.

A member of the EC may not be a member of any other body of the IHF.

The EC shall, when the IHF has jurisdiction and no exception above in this paragraph applies, investigate and determine upon reports about alleged violations of the Code by any individual subject to the Code.

An alleged violation of the Code shall be referred to the EC by way of a written request and only from a NF, CHC or a member of the IHF Executive Committee, except that the IOC Integrity and Compliance Hotline shall be available for matters in the Olympic Movement Code on the Prevention of the Manipulation of Competitions (Appendix). The request shall include a brief statement of the material facts and legal arguments on which the request is based, be addressed to the chairperson of the EC and sent to the IHF Head Office.

Any individual or entity, which is the object of an investigation by the EC, shall have the right to be heard before the EC makes its final decision.

The EC shall have full power to establish the facts on which the application is based.

The EC decision shall be enforceable from the communication to the parties of the operative

part by courier, facsimile and/or electronic mail and shall remain in force until the determination of any appeal.

When adjudicating the EC shall communicate the operative part of a decision to the parties and the grounds upon request by a party.

The EC may rule on requests for provisional measures.

When handling a case the EC shall have the authority:

- To appoint an independent and appropriately qualified investigator (not a member of the EC) to investigate any alleged violation within the terms of reference of the EC and report to the EC,
- To determine for each case the rules of procedure,
- To adjudicate whether a violation has been committed, except for the Anti-Doping Regulations,
- To impose measures and sanctions,
- To make recommendations to the IHF Executive Committee including amendments to the Code.



ARTICLE 5

V. Conduct

The Code and all applicable laws and regulations shall at all times be complied with.

Any individual who wishes to be involved in handball as an Official shall demonstrate reliability and respect to the values of the Code and commit to be subject to the Code before being nominated.

Any individual who attempts or agrees with another individual to act in a manner that would constitute or culminate in the commission of a violation of the Code, shall be treated as if a violation has been committed, whether or not such attempt or agreement in fact resulted in such violation.

Any individual who knowingly assists, fails to report or is otherwise complicit in any act or omission, which constitutes or culminates in the commission of a violation of the Code, shall himself be treated as having committed a violation under the Code.

The acts and omissions stated in the PF shall be prohibited.

Dignity

Safeguarding the dignity of the individual is a fundamental requirement of the IHF.

All forms of harassment in handball be it physical, professional, verbal, mental or sexual are prohibited.

There shall be no discrimination in handball on the basis of race, gender, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other grounds.

Doping is strictly prohibited in accordance with the IHF Anti-Doping Regulations. Article 6 of the Statutes shall also apply.

Betting or support in any form of betting on handball, manipulation of the results of IHF Events or any other corrupt conduct are prohibited.

The Code incorporates by reference the Olympic Movement Code on the Prevention of the Manipulation of Competitions of 8 December 2015 (Appendix) as well as any amendment made thereafter by the IOC. In case of any amendment by the IOC, the Appendix will be updated accordingly.

Every reference to "Sporting Organisation" in this IOC Code shall mean the IHF and its affiliated organisations, where applicable.

The IOC Integrity and Compliance Hotline at www.olympic.org/integrityhotline is available for anonymous reports.

Candidates for elected IHF positions shall conduct their candidacies with honesty, dignity and respect for other candidates in accordance with the IHF Rules concerning Candidacy for IHF Office and Conduct of Elections (Appendix).

Integrity

Individuals shall not act in a manner likely to adversely affect the reputation of the IHF, or the sport of handball generally, nor shall they act in a manner likely to bring the sport into

disrepute.

Any individual shall act with the utmost integrity, honesty and responsibility in fulfilling his role in the sport of handball and shall not be engaged in any criminal or other improper activity within or outside handball.

Individuals shall not, directly or indirectly, offer, promise, give, solicit or accept any personal remuneration or commission, financial or other benefit, any concealed benefit or service of any nature connected with the organisation of IHF Events, IHF elections or appointment to IHF offices, except gifts of nominal value as a mark of respect or friendship not exceeding average of well-established prevailing local customs. Article 6 of the Statutes shall also apply.

The IHF Parties shall not be involved with individuals or legal entities, the activities or reputation of which are inconsistent with the values stated in the Code.

IHF Officials shall act for the benefit of the IHF, when making decisions, which affect or may affect the IHF without reference to their own personal interest, financial or otherwise, according to the IHF Rules on Conflicts of Interest of IHF Officials (Appendix).

IHF Officials shall remain politically neutral in their dealings on behalf of the IHF with government institutions, national and international organisations.

Good Governance

The basic universal principles of good governance, in particular transparency, responsibility and accountability shall be respected.

IHF, NF or CHC resources may only be used for their intended purposes to the benefit of handball.

Income and expenditures shall be recorded in accounts in accordance with generally accepted accounting principles. The accounts shall be annually audited and reported to the Congress.



ARTICLE 6

VI. IHF Jurisdiction

All IHF Officials shall be subject to the jurisdiction of the IHF in all matters of alleged violation of the Code.

NFs shall be subject to the jurisdiction of the IHF as stated in Articles 7.3, 7.4 and 13.3.25 of the Statutes.

CHC and NF Officials shall be subject to IHF jurisdiction provided that the alleged violation of the Code has or may have consequences on an international level and formal proceedings have not been initiated by the relevant CHC or NF within a reasonable period of time as determined by the IHF.



ARTICLE 7

VII. Confidentiality

Individuals shall not at any time disclose information entrusted to them in confidence in connection with their role or activities in handball, except as required by the Code or by law.

Information, which is not confidential and is obtained in connection with their role or activities in handball, shall not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any individual or legal entity.

The obligation of confidentiality shall continue in force indefinitely regardless of whether the individual concerned remains subject to the Code or not or has any connection or mission for or on behalf of the IHF.



ARTICLE 8

VIII. Terms of Limitation

Proceedings by the IHF regarding alleged violations under the Code shall not be initiated later than 10 years after the occurrence of the alleged violation or the shorter period of time

prescribed by applicable mandatory law, except that violations under the Code regarding corruption in any form shall not be subject to the 10 year limitation, but to mandatory provisions of any applicable law.



ARTICLE 9

IX. Measures and Sanctions

In case of a violation under the Code the measures and sanctions, which may be imposed by the EC, are the following:

- To caution or censure,
- To issue fines,
- To suspend an individual, with or without conditions, or expel an individual from office,
- To suspend or ban an individual from taking part in any handball related activity including any Events and IHF Events, as defined by the EC,
- To remove any medal, prize, award or other honour bestowed on the individual by the IHF,
- To impose any other measure or sanction set out in any Appendix to this Code or in the PF or the EC may otherwise deem appropriate.

The EC may impose provisional measures or sanctions at any time pending the outcome of the case.



ARTICLE 10

X. Withdrawal of an EC Member

A member of the EC shall decline to participate in a matter or withdraw from a matter he is taking part of in any of the following circumstances:

- If he has the same nationality as a party involved in the matter, unless his participation has been agreed to by the parties,
- If he has a direct or indirect interest in the matter,
- If he has dealt with the matter in a different function,
- If he has previously expressed an opinion about the matter,
- If there are other legitimate doubts as to his independence.

Challenges to a member of the EC in a matter shall be made as soon as the grounds for the challenge become known.

The resolution of such a challenge by a party is in the exclusive power of the chairperson of the EC.



ARTICLE 11

XI. Enforcement

The rules of the Code shall be enforced in accordance with its provisions and in accordance with the provisions of the Statutes and IHF Regulations referred to in it.

Decisions by the EC shall be enforceable immediately once notified.



ARTICLE 12

XII. Appeals

Decisions by the EC, except provisional decisions, shall be subject to appeal to the IHF Arbitration Tribunal within 21 days from the receipt of the decision. Upon filing the appeal, a non-refundable fee of CHF 10,000.- shall be paid to the IHF. Decisions by the IHF Arbitration Tribunal shall be subject to appeal to CAS in accordance with Article 22 of the Statutes.

Decisions by the EC shall remain valid while under appeal, unless the proper appeal body determines otherwise.



ARTICLE 13

XIII. Exemption from Liability

No member nor any investigator or assistant of the EC may be held personally liable for any act or omission relating to any investigation, case, procedure or decision.



ARTICLE 14

XIV. Final Provisions

The Code comes into effect on 1 September 2016 and applies to all violations under the Code committed on or after that date.

The provisions of the Code shall be governed by and interpreted in accordance with the laws of Switzerland.

The EC shall have its seat in Basel, Switzerland.

The EC may carry out all the actions, which fall within the mission, in any place it deems appropriate.

The proceedings shall be conducted in English.



Olympic Movement Code on the Prevention of the Manipulation of Competitions

PREAMBLE

- a.** Acknowledging the danger to sports integrity from the manipulation of sports competitions, all sports organisations, in particular the International Olympic Committee, all International Federations, National Olympic Committees and their respective members at the Continental, Regional and National level and IOC recognised organisations (hereinafter, 'Sports Organisations'), restate their commitment to safeguarding the integrity of sport, including the protection of clean athletes and competitions as stated in Olympic Agenda 2020;
- b.** Due to the complex nature of this threat, Sports Organisations recognise that they cannot tackle this threat alone, and hence cooperation with public authorities, in particular law enforcement and sports betting entities, is crucial;
- c.** The purpose of this Code is to provide all Sports Organisations and their members with harmonised regulations to protect all competitions from the risk of manipulation. This Code establishes regulations that are in compliance with



the *Council of Europe Convention on the Manipulation of Sports Competitions*¹, in particular Article 7. This does not prevent Sports Organisations from having more stringent regulations in place;

- d.** In the framework of its jurisdiction as determined by Rule 2.8 of the Olympic Charter, the IOC establishes the present Olympic Movement Code on the Prevention of the Manipulation of Competitions, hereinafter the Code;
- e.** Sports Organisations bound by the Olympic Charter and the IOC Code of Ethics declare their commitment to support the integrity of sport and fight against the manipulation of competitions by adhering to the standards set out in this Code and by requiring their members to do likewise. Sports Organisations are committed to take all appropriate steps within their powers to incorporate this Code by reference, or to implement regulations consistent with or more stringent than this Code.

¹ The *Council of Europe Convention on the Manipulation of Sports Competitions* is open for signatories from non-European States.



Article 1

Definitions²

- 1.1** “Benefit” means the direct or indirect receipt or provision of money or the equivalent such as, but not limited to, bribes, gains, gifts and other advantages including, without limitation, winnings and/or potential winnings as a result of a wager; the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts;
- 1.2** “Competition” means any sports competition, tournament, match or event, organised in accordance with the rules of a Sports Organisation or its affiliated organisations, or, where appropriate, in accordance with the rules of any other competent sports organisation;
- 1.3** “Inside Information” means information relating to any competition that a person possesses by virtue of his or her position in relation to a sport or competition, excluding any information already published or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant Competition;
- 1.4** “Participant” means any natural or legal person belonging to one of the following categories:
- a. “athlete” means any person or group of persons, participating in sports competitions;
 - b. “athlete support personnel” means any coach, trainer, manager, agent, team staff, team official, medical or paramedical personnel working with or treating athletes participating in or preparing for sports competitions, and all other persons working with the athletes;

2 When definitions are provided by the *Council of Europe Convention on the Manipulation of Sports Competitions*, such definitions are used in this Code to minimise the risk of misinterpretation.



c. “official” means any person who is the owner of, a shareholder in, an executive or a staff member of the entities which organise and/or promote sports competitions, as well as referees, jury members and any other accredited persons. The term also covers the executives and staff of the sports organisation, or where appropriate, other competent sports organisation or club that recognises the competition.

1.5 “Sports Betting, Bet or Betting” means any wager of a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence related to a sports competition.

Article 2

Violations

The following conduct as defined in this Article constitutes a violation of this Code:

2.1 Betting

Betting in relation either:

- a. to a Competition in which the Participant is directly participating; or
- b. to the Participant’s sport; or
- c. to any event of a multisport Competition in which he/she is a participant.

2.2 Manipulation of sports competitions

An intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sports competition in order to remove all or part of the unpredictable nature of the sports competition with a view to obtaining an undue Benefit for oneself or for others.



2.3 Corrupt conduct

Providing, requesting, receiving, seeking, or accepting a Benefit related to the manipulation of a competition or any other form of corruption.

2.4 Inside information

1. Using Inside Information for the purposes of Betting, any form of manipulation of sports competitions or any other corrupt purposes whether by the Participant or via another person and/or entity.
2. Disclosing Inside Information to any person and/or entity, with or without Benefit, where the Participant knew or should have known that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of competitions or any other corrupt purposes.
3. Giving and/or receiving a Benefit for the provision of Inside Information regardless of whether any Inside Information is actually provided.

2.5 Failure to report

1. Failing to report to the Sports Organisation concerned or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any approaches or invitations received by the Participant to engage in conduct or incidents that could amount to a violation of this Code.
2. Failing to report to the Sports Organisation concerned or a relevant disclosure/reporting mechanism or authority, at the first available opportunity, full details of any incident, fact or matter that comes to the attention of the Participant (or of which they ought to have been reasonably aware) including approaches or invitations that have been received by another Participant to engage in conduct that could amount to a violation of this Code.



2.6 Failure to cooperate

1. Failing to cooperate with any investigation carried out by the Sports Organisation in relation to a possible breach of this Code, including, without limitation, failing to provide accurately, completely and without undue delay any information and/or documentation and/or access or assistance requested by the competent Sports Organisation as part of such investigation.
2. Obstructing or delaying any investigation that may be carried out by the Sports Organisation in relation to a possible violation of this Code, including without limitation concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

2.7 Application of Articles 2.1 to 2.6

1. For the determination of whether a violation has been committed, the following are not relevant:
 - a. Whether or not the Participant is participating in the Competition concerned;
 - b. Whether or not the outcome of the Competition on which the Bet was made or intended to be made;
 - c. Whether or not any Benefit or other consideration was actually given or received;
 - d. The nature or outcome of the Bet;
 - e. Whether or not the Participant's effort or performance in the Competition concerned were (or could be expected to be) affected by the acts or omission in question;
 - f. Whether or not the result of the Competition concerned was (or could be expected to be) affected by the acts or omission in question;



- g. Whether or not the manipulation included a violation of a technical rule of the respective Sports Organisation;
 - h. Whether or not the competition was attended by the competent national or international representative of the Sports Organisation.
2. Any form of aid, abetment or attempt by a Participant that could culminate in a violation of this Code shall be treated as if a violation had been committed, whether or not such an act in fact resulted in a violation and/or whether that violation was committed deliberately or negligently.

Article 3

Disciplinary Procedure

The contents of this Article are minimum standards which must be respected by all Sports Organisations.

3.1 Investigation

1. The Participant who is alleged to have committed a violation of this Code must be informed of the alleged violations that have been committed, details of the alleged acts and/or omissions, and the range of possible sanctions.
2. Upon request by the competent Sports Organisation, the concerned Participant must provide any information which the Organisation considers may be relevant to investigate the alleged violation, including records relating to the alleged violation (such as betting account numbers and information, itemised telephone bills, bank statements, internet service records, computers, hard drives and other electronic information storage devices), and/or a statement setting out the relevant facts and circumstances around the alleged violation.



3.2 Rights of the concerned person

In all procedures linked to violations of the present Code, the following rights must be respected:

1. The right to be informed of the charges; and
2. The right to a fair, timely and impartial hearing either by appearing personally in front of the competent Sports Organisation and/or submitting a defence in writing; and
3. The right to be accompanied and/or represented.

3.3 Burden and standard of proof

The Sports Organisation shall have the burden of establishing that a violation has been committed. The standard of proof in all matters under this Code shall be the balance of probabilities, a standard that implies that on the preponderance of the evidence it is more likely than not that a breach of this Code has occurred.

3.4 Confidentiality

The principle of confidentiality must be strictly respected by the Sports Organisation during all the procedure; information should only be exchanged with entities on a need to know basis. Confidentiality must also be strictly respected by any person concerned by the procedure until there is public disclosure of the case.

3.5 Anonymity of the person making a report

Anonymous reporting must be facilitated.



3.6 Appeal

1. The Sports Organisation shall have an appropriate appeal framework within their organisation or recourse to an external arbitration mechanism (such as a court of arbitration).
2. The general procedure of the appeal framework shall include provisions such as, but not limited to, the time limit for filing an appeal and the notification procedure for the appeal.

Article 4 Provisional Measures

- 4.1 The Sports Organisation may impose provisional measures, including a provisional suspension, on the participant where there is a particular risk to the reputation of the sport, while ensuring respect for Articles 3.1 to 3.4 of this Code.
- 4.2 Where a provisional measure is imposed, this shall be taken into consideration in the determination of any sanction which may ultimately be imposed.

Article 5 Sanctions

- 5.1 Where it is determined that a violation has been committed, the competent Sports Organisation shall impose an appropriate sanction upon the Participant from the range of permissible sanctions, which may range from a minimum of a warning to a maximum of life ban.



- 5.2** When determining the appropriate sanctions applicable, the Sports Organisation shall take into consideration all aggravating and mitigating circumstances and shall detail the effect of such circumstances on the final sanction in the written decision.
- 5.3** Substantial assistance provided by a Participant that results in the discovery or establishment of an offence by another Participant may reduce any sanction applied under this Code.

Article 6

Mutual recognition

- 6.1** Subject to the right of appeal, any decision in compliance with this Code by a Sporting Organisations must be recognised and respected by all other Sporting Organisations.
- 6.2** All Sporting Organisations must recognise and respect the decision(s) made by any other sporting body or court of competent jurisdiction which is not a Sporting Organisation as defined under this Code.



Article 7

Implementation

- 7.1** Pursuant to Rule 1.4 of the Olympic Charter, all Sports Organisations bound by the Olympic Charter agree to respect this Code.³
- 7.2** These Sports Organisations are responsible for the implementation of the present Code within their own jurisdiction, including educational measures.
- 7.3** Any amendment to this Code must be approved by the IOC Executive Board following an appropriate consultation process and all Sports Organisations will be informed.⁴

3 This Code was approved by the IOC Executive Board on 8 December 2015.

4 For all information concerning this Code, contact IOC Ethics and Compliance.

Appendix to the IHF Ethics Code

Rules concerning Candidacy for IHF Office and Conduct of Elections

Candidates for an elected position within the IHF have the right to promote their candidacies subject to the provisions set out in these Rules.

Candidates shall in no case and under no pretext give presents or offer donations or gifts or grant advantages or benefits of whatever nature to or at the request of any party who will vote in, or who may otherwise influence, an election.

Candidates shall not enter into any promise or undertaking to personally act (whether as a candidate or following election), for the direct or indirect benefit of a CHC, NF or individual within any such entity.

Candidates shall not enter into any form of undertaking with any individual or entity, which is likely to affect the candidate's freedom of decision or action, if elected.

Candidates may make declarations or give interviews provided, in doing so, that they comply with the Code.

Candidates shall not make payments, directly or indirectly, to journalists or other persons affiliated to the media in order to promote their candidacies.

Candidates shall, in the framework of promoting their candidacies, respect the other candidates and the IHF.

Candidates shall not produce (or cause third parties to produce) any spoken word, written text or representation of any nature likely to harm the image or reputation of another candidate.

Candidates shall not engage in any act, collaboration or collusion by or between candidates with the intent to defraud or manipulate the result of the vote.

Candidates shall not request support or service from IHF staff, consultants, agents or advisers in connection with their candidacies.

Appendix to the IHF Ethics Code

Rules on Conflicts of Interest of IHF Officials

All IHF Officials must perform their duties with integrity, transparency and in an independent manner, free from any influence that might interfere with their loyalty to the IHF.

It is the individual responsibility of all IHF Officials to avoid any case of conflict of interest and to disclose any potential conflict of interest as detailed in this appendix.

An interest for the purposes of the Code and this appendix means and includes any interest, direct or indirect, whether private or individual, financial or otherwise related to the IHF Official concerned. This also includes the interest of a third individual (such as a parent, spouse or other immediate family, or dependent).

The following is a non-exhaustive list of examples of circumstances in which conflicts of interest could arise: individual and/or material involvement as an employee, contractor, director, trustee, shareholder, partner or other position with suppliers to the IHF, sponsors, broadcasters, or other parties contracting with the IHF or any other organisation or individual likely to benefit from the assistance of the IHF (such as a subsidy, approval or election).

The fact that an IHF Official also holds a position in a CHC or NF shall not constitute a potential conflict of interest.

IHF Officials shall be required to disclose any interest that may give rise to a potential or actual conflict of interest by submitting to the chairperson of the EC and to the individual in charge of the body of which they are a member or to whom they report.

Should there be a potential conflict of interest between an IHF Official and the IHF (whether or not it has been disclosed), the individual IHF Official concerned must refrain from expressing his opinion, and from taking any further part in the matter, including any deliberations or decisions, unless permitted by the individual in charge of the body of which he is a member or to whom he reports. If necessary, the individual in charge of the body of which the IHF Official is a member or to whom the IHF Official reports may refer the matter to the chairperson of the EC.

Should there be an alleged conflict of interest, it shall be referred to the EC for determination of whether it is a violation of the Code.