



Code of Ethics

**Adopted by the Board of Directors on March 4th 2016
and amended on August 28th 2016 and on 23rd July 2022**



Preamble - Principles

WAKO is committed to the highest standards of conduct in the sport of Kickboxing administration and competition. To meet this commitment, WAKO has developed a code of ethics ("**Code of Ethics**") to express the core values of both the organization and the sport of Kickboxing. Such values and ethics underpin WAKO's policies, procedures, rules, regulations and culture.

The primary purpose of the WAKO Code of Ethics is to assist and inform all WAKO members in making consistent choices when faced with ethical questions and to set out concise ethical principles and standards applicable throughout the WAKO community and the sport of Kickboxing governed by WAKO.

The present Code of Ethics is inspired and has been construed on the basis of the principles and rules of the IOC Code of Ethics which WAKO accepts and whose principles are incorporated by reference herein (there including the Olympic Movement Code on the Prevention of the Manipulation of Competitions which is incorporated herein and attached as Annex 1).

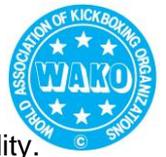
The Parties (as hereinafter defined) undertake at all times to respect and ensure respect of the following ethical principles:

Dignity:

1. Safeguarding the human dignity of any individual is an essential principle for WAKO.
2. There shall be no discrimination or preference between the participants on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, nationality, marital status or other grounds. These principles may be applicable under the relevant jurisdiction.
3. All doping practices at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code shall be scrupulously observed. WAKO recognizes, accepts and applies WADA principles and regulations.
4. All forms of harassment of participants, be it physical, verbal or sexual, and any physical or mental injuries to participants, are prohibited.
5. All forms of participation in, or support for betting related to the organization of WAKO events, activities and championships, and all forms of promotion of betting related to such events, activities and championships are prohibited.
6. Also, in the context of betting, participants in WAKO events, activities and championships must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics.
7. The athletes are granted with conditions of safety, wellbeing and medical care favourable to their physical and mental equilibrium.

Equality: Practicing fairness and applying social justice to all situations and decision making processes. Ensuring that all individuals are respected, have equal opportunities and have their individual rights protected. WAKO promotes the participation to its activities to men and women.

Fair Play: Fair play is an essential principle in the sport of Kickboxing. All Parties taking part in WAKO activities shall behave with fairness and honesty, operate within the spirit of the rules, never take an unfair advantage and make informed and honourable decisions at all times.



Respect: WAKO activities shall be characterized by mutual respect and self-responsibility. Recognizing the contribution which people make to the sport of Kickboxing, treating them with dignity and consideration, as well as caring for the property and equipment they use. Violence and abusive behaviour from athletes, coaches, referees and officials are not tolerated.

Responsibility: Taking responsibility for one's actions and being a positive role model at all times.

Safety: Encouraging healthy and safe procedures, preventing and reporting dangerous behaviour and practice, while demonstrating concern for the athletes and all Parties involved in WAKO activities and events.

Integrity:

1. WAKO shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, in relation with any WAKO events, activities and championships in breach of WAKO's Statutes, By-laws and this Code of Ethics.
2. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted by WAKO or its representatives, as a mark of respect or friendship. Any other gift must be passed on to the organisation of which the beneficiary is a member.
3. The hospitality shown to the members and staff of WAKO, and the persons accompanying them, shall not exceed the standards prevailing in the host country.
4. The Parties shall use due care and diligence in fulfilling WAKO's mission. They must not act in a manner likely to tarnish the reputation of WAKO, AIMS and the Olympic Movement.
5. The Parties must not be involved with firms or persons whose activity or reputation is inconsistent with the principles set out in the Olympic Charter and the present Code of Ethics.
6. WAKO and its representatives shall neither give nor accept instructions to vote or intervene in a given manner within the organs of the IOC or other international sport organisations (EOC, OCA, AIMS, Sport Accord, WADA etc).

Resources:

1. The income and expenditure of WAKO shall be recorded in its accounts, which must be maintained in accordance with the applicable laws and the generally accepted accounting principles.
2. An independent auditor appointed by WAKO competent bodies will audit the accounts.
3. Any financial support granted to WAKO by a third party or public organization will be properly recorded in its accounts.
4. The Parties recognise the importance of the contribution to the development and the influence of World and Continental Championships in the world through broadcasting, sponsors, partners and other supporters provided to the Kickboxing events. However, such support must be in a form consistent with the rules of sport and the principles defined in WAKO's constitutive documents and the present Code of Ethics. The organisation and staging of World Championships are the exclusive responsibility of WAKO.

Transparency: WAKO is committed to pursue transparency in all its activities, in the keeping of its accounts and in the relationships with its members, governments, international sporting bodies and private parties.



Accountability: WAKO members can play a vital role in encouraging ethics in sports and providing a path through which sports leaders can meet and exchange views. Such WAKO members are the voice of their national sport and have a duty to ensure the integrity of all WAKO members. WAKO promotes accountability, answerability, blameworthiness, liability, and the expectation of account-giving in connection with its conduct and activities.

Relations with States:

1. The Parties (as defined in article 1 below) shall work to maintain harmonious relations with State authorities, in accordance with the principle of universality and political neutrality.
2. The Parties are free to participate in the public life of the State to which they belong. They cannot however engage in any activity or follow any ideology inconsistent with the principles and rules defined in WAKO constitutive documents and those set out in the present Code of Ethics.
3. The Parties shall endeavour to protect the environment on the occasion of any events they organise as well as the health and safety measures provided by applicable laws. They are bound to respect the general standards recognized in the field of environment protection and health and safety in the framework of WAKO events and activities they organize.

Confidentiality: The Parties (as defined in article 1 below) will not divulge confidential information regarding WAKO and its activities to which they are privileged. Disclosing information must not give rise to profit or personal gain, nor must it be done with a view to harm the reputation of a person or an organization.

Candidatures: National Federations, Individuals and Associations members of WAKO which are candidates for organizing WAKO events and activities shall duly respect and fulfil all the requirements set forth by WAKO's Statutes, By-laws, tenders and applicable regulations and/or contracts.

Environment: WAKO is committed to the respect of the environment. To such effect, WAKO will promote the optimal use of resources and materials, efficient logistics and transport, reduction of pollution.

Implementation:

1. WAKO will ensure that the principles and rules of the present Code of Ethics are applied by all Parties.
2. Any breach of the present Code of Ethics shall be promptly communicated to the WAKO Disciplinary and Ethical Committee (as hereinafter defined) and sanctioned in accordance with the provisions of WAKO Disciplinary Code.
3. WAKO Disciplinary and Ethical Committee may set out the provisions for the implementation of the present Code in a set of implementing provisions.

WAKO Code of Ethics

Art. 1 Scope of application

The Code of Ethics shall apply to all WAKO members (the affiliated National Federations or Associations and their members), any persons elected or appointed to any position within the organization of WAKO and its Continental Divisions, WAKO staff, officials, athletes, coaches and referees, and, in general, any individual engaged in WAKO activities and events



(collectively, the “Parties”). It shall also apply to consultants and contractually-connected persons/companies, including those representing and/or serving WAKO.

The Parties shall observe the Ethical Principles (as hereinafter defined) set forth in this Code of Ethics, including but not limited to fair play and sportsmanship, when participating in any WAKO’s championships, events and any other activities.

Art. 2 General conduct regulations

2.1 All Parties shall show commitment to an ethical attitude while fulfilling their task. They shall pledge to behave in accordance with all ethical principles set forth in the present Code of Ethics such as, by way of example but not limited to, the following:

- 1) Human Dignity;
- 2) Non-discrimination, either on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, nationality, sexual preference or any other grounds;
- 3) Non-violence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual;
- 4) Friendship, mutual aid and fair play;
- 5) Integrity;
- 6) Priority to the interests of the sport of Kickboxing and of the athletes in relation to financial interests;
- 7) Protection of the environment and health and safety of the athletes and participants;
- 8) Political neutrality;
- 9) Promotion of the Olympic Movement ideals and principles;
- 10) Non defamatory approach to any party;
- 11) Respect and adherence to WAKO Statutes, By-laws, policies, meeting conduct and procedures;
- 12) Collective Agreement, respecting the majority decision on the various Committees.

2.2 All individuals participating in meetings such as Board Members, Staff, Member representatives and guests shall be treated with dignity, honouring their uniqueness and value. There will be no tolerance for abuse, the use of derogatory remarks, personal insults, threats or any form of discrimination. Participants must deal with each other in an open, inclusive, honest and respectful fashion. Participants will respect the views of others and allow others the opportunity to speak without interruption within the drawn time limit. Individual participants will not seek to dominate proceedings. Participants will conduct meetings using the WAKO code of conduct.

2.3 Any Board decision shall be respected and followed internally and externally. It is important for the integrity of the Board to loyally respect the majority of any decision and assist in execution of the decisions. A general business practice requires that all voting delegates support any decision. If a decision of any sensitivity or controversy relevance needs a communication strategy, all delegates of a meeting must respect that communication and questions internally and externally are to be handled only by representatives approved for such. This practice does not mean that a minority opinion is not allowed. Everybody has the right, that his minority opinion will be recorded in the minutes of said meeting. Breach of these conducts like opposing and/or clear resistance and/or non-respect of respective decisions will be treated within the provisions of the Disciplinary Code.

2.4 The Parties shall use due care and diligence in fulfilling their mission. They shall, on all occasions and to the best of their ability, serve the interests of Kickboxing and WAKO.



- 2.5 They shall refrain from any behaviour which might jeopardize the Sport of Kickboxing, and they must not act in any manner likely to tarnish the reputation and image of WAKO.
- 2.6 The Parties shall not abuse their position as part of their function in any way, especially to take advantage of their function for private aims or gains.
- 2.7 The Parties shall represent WAKO vis-à-vis third parties honestly, respectably and with integrity.

Art. 3 Prohibition of corruption and betting

- 3.1 The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any remuneration, payment or commission, any advantages, gift or services of any kind, in exchange for the performance of their duties for WAKO or for their work carried out for or in the interest of WAKO in breach of the provisions of WAKO's Statutes and By-laws. No Party shall, directly or indirectly, bribe or attempt to bribe any third party or urge or incite others to do so in order to gain an advantage for them or a third party. A remuneration or compensation as determined by the Board of Directors is permissible and not a violation of this Code.
- 3.2 WAKO Board must be informed of any offers of this kind which are made to a Party. WAKO shall adopt proper measures to ensure protection of such Parties, so that they can inform WAKO without risk of reprisal.
- 3.3 The Parties may receive or accept gifts only as a sign of respect or friendship and of nominal value in accordance with prevailing local customs. Any gifts offered to a third party must have been previously authorized by WAKO competent bodies. Gifts may only be offered by WAKO or on behalf of WAKO; the Parties shall refrain from offering any gifts in their personal names. Any gifts received of not nominal value (i.e. any gifts exceeding Euro 100 in value) must be reported to WAKO Board.
- 3.4 An overall sense of moderation should prevail concerning hospitality and accommodation.
- 3.5 Any Party in WAKO shall respect the Rules Concerning Conflicts of Interests Affecting the Behaviour of Olympic Parties which is to be deemed incorporated in the present Code of Ethics by reference.
- 3.6 Anyone subject to this Code of Ethics shall not perform any corruption practices relating the sport of Kickboxing, including improperly influencing either the course of an event (partially or entirely) or the outcomes and results of an event.
- 3.7 Anyone subject to this Code of Ethics shall not bet on Kickboxing either directly or indirectly and shall not use any privileged, sensitive or inside information that they may have in order to profit or facilitate third persons to profit from such information.
- 3.8 Anyone subject to this Code of Ethics is forbidden from having stakes, either actively or passively, in any entity or organization that promotes, brokers, arranges or conducts such activities or transactions prohibited under this Article 3.

Art. 4 Conduct towards Governments and private organizations

- 4.1 In dealing with any government institutions, national and international organizations, associations and groupings, the Parties shall – in addition to observing the rules under



Article 2 above – remain politically neutral, in accordance with the principles and objectives of WAKO and act in a manner compatible with their function and integrity.

- 4.2 The Parties must not be involved nor have relationships with any organizations, firms or persons whose activities are incompatible with the WAKO Ethical Principles set forth in this Code of Ethics.
- 4.3 The Parties who represent WAKO in any outside body or organization shall be obliged to intervene and/or to vote in accordance with any instructions that they have received from the competent bodies of WAKO. They shall not accept any instructions as to how to vote from any third-party whatsoever.

Art. 5 Ban on discrimination

The Parties may not act in a discriminatory manner, especially with regard to ethnicity, race, culture, politics, religion, gender, nationality or language.

Art. 6 Eligibility and dismissal

Only those persons who demonstrate a high degree of ethics and integrity and pledge to observe the provisions of this Code of Ethics without reservation are eligible to serve as WAKO officials and representatives. Anyone who does not comply with these requirements is either no longer eligible or shall be suspended from his duties and/or vesting the role of officer of WAKO by the competent bodies of WAKO in conformity with WAKO Statutes.

Art. 7 Protection of personal rights

During the course of their activities, the Parties shall ensure that the personal rights of those persons whom they contact and with whom they deal are protected, respected and safeguarded.

Art. 8 Loyalty and confidentiality

- 8.1 While performing their duties, the Parties shall remain loyal to WAKO and the decisions of its competent bodies and various Committees.
- 8.2 The Parties shall refrain from disclosing any information concerning WAKO or its activities that has not been made public or approved to be publicly distributed, unless such a disclosure has been authorized by the competent bodies of WAKO or in case it is mandatorily required by law or by a competent Authority.
- 8.3 The disclosure of information must not be aimed at making profit or taking any personal advantage, nor may it be motivated by malicious intent to damage the reputation of any Parties or WAKO's bodies and members of the Committees.

Art.9 Conflict of interests

- 9.1 In discharging their duties to WAKO, the Parties shall act for the benefit of WAKO when making decisions that affect, or may affect, WAKO and to do so without reference to their own personal interests, either financial or otherwise.
- 9.2 When performing an activity for WAKO or before being elected or appointed, the candidate or participant shall disclose to WAKO's competent bodies any personal interests that could be linked with their prospective WAKO activities. The WAKO Board



of Directors may draw the attention of the candidate or participant to potential conflicts of interest that it identifies.

- 9.3 A situation of a potential conflict of interests arises when the opinion or decision of a Party may be reasonably considered as liable to be influenced by relations that such Party has, has had or is on the point of having with another person or organization that would be affected by the Party's opinion or decision.
- 9.4 A case of conflict of interests is constituted when a Party, having abstained from declaring a situation of a potential conflict of interests, expresses an opinion or takes a decision in the circumstances described in the above paragraphs.
- 9.5 In assessing the situations described in this Article 9, direct as well as indirect interests must be taken into account. This also includes the interests of a third person or entity (e.g. parent, spouse, relation, dependent, contractor, or other).
- 9.6 The circumstances in which a conflict of interests could arise are, for example but not limited to:
- a personal or material involvement (salary, shareholding, other various benefits) with suppliers of WAKO or WAKO itself;
 - a personal or material involvement with sponsors, broadcasters, various contracting parties;
 - a personal or material involvement with an organization liable to benefit from the assistance of WAKO (e.g. subsidy, approval clause or election).
- It is the responsibility of each Party to avoid any case of conflict of interests and to disclose the relevant situation to the WAKO Disciplinary and Ethical Committee.
- 9.7 Faced with a situation of a potential conflict of interests, the Party concerned must refrain from expressing an opinion, from making or participating in making a decision or from accepting any form of benefit whatsoever. However, if the Party wishes to continue to act or is uncertain as to the steps to take, the Party must inform the Disciplinary and Ethical Committee of the situation.
- 9.8 The Disciplinary and Ethical Committee shall propose to the Party concerned a solution as, for example but not limited to:
- registering the declaration without any particular measure;
 - removal of the Party from expressing the opinion or from making or participating in making the decision at the root of the conflict;
 - relinquishment of the management of the external interest causing the conflict.
- 9.9 In the event that a Party neglects to declare a situation of potential conflict of interests or refuses to act according to the solution proposed by the Disciplinary and Ethical Committee, the Disciplinary and Ethical Committee shall deal the matter in accordance with the provisions of the Disciplinary Code.
- 9.10 The Disciplinary and Ethical Committee is responsible, in the final instance, for taking decisions and/or sanctions concerning conflicts of interests and ethical issues.



WAKO Disciplinary and Ethical Committee

Art. 10 Mission and composition

The Disciplinary and Ethical Committee's mission, competence and composition is defined in WAKO's By-laws and in the WAKO Disciplinary Code.

Art. 11 Breach of the Code of Ethics

Any breach of the Code of Ethics which is ascertained by the Disciplinary and Ethical Committee is sanctioned pursuant to the provisions and the sanctions set forth in the WAKO Disciplinary Code.

In such a case, any interested party may submit a claim to the Disciplinary and Ethical Committee in compliance with the provisions of the WAKO Disciplinary Code.

Art. 12 Enforcement

This Code of Ethics is an integral and substantial part of WAKO's By-laws and has entered into and is fully effective since 23rd July 2022.

Art. 13 Acknowledgment and approval by Directors and Officers

All WAKO Directors and Officers shall review this Code of Ethics on a regular basis. All WAKO Directors and Officers shall sign a statement of approval and support of this Code of Ethics on a yearly basis. It is the President responsibility to assure that WAKO Administration keeps record of such execution.

Annex 1: Olympic Movement Code on the Prevention of the Manipulation of Competitions.