



CODE OF ETHICS

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Adopted by the Executive Board of Adventure Racing Federation of India

In the sense of the present Code of Ethics, terms referring to natural persons are applicable to both genders.

PREAMBLE

The ARFI bears a special responsibility to safeguard the integrity and reputation of Adventure Racing and persons involved in the sport of Adventure Racing.

The ARFI is therefore constantly striving to protect its image and, through it, the image of Adventure Racing from any threat or jeopardy to which it may be exposed as a result of immoral or unethical methods and practices.

The ARFI and each of its Members, the ARFI Administration (employees), the officials and delegates appointed by the ARFI within its Championships, the ARFI consultants and any persons or organisation belonging in any official capacity whatsoever to the ARFI or to one of its Members (the “ARFI Parties”), as well as the promoters, partners, suppliers and any other ARFI contracting party (the “Third Parties”) are subject to the ARFI Code of Ethics.

The ARFI Parties and Third Parties restate their commitment to the ARFI Statutes and Regulations and undertake to respect and ensure respect of the following rules:

ARTICLE 1 – Dignity

1.1 Safeguarding the dignity of the individual is a fundamental requirement of the ARFI.

1.2 There shall be no discrimination between participants to the ARFI activities on the basis of race, skin colour, gender, sexual orientation, ethnic or social origin, language, religion, philosophical or political opinion, family situation or disability.

1.3 No practice detrimental to the physical or mental integrity of the participants in the ARFI activities will be tolerated. In compliance with the ARFI Anti-Doping Regulations, all doping practices are strictly prohibited within the framework of the competitions organised by the ARFI Parties and Third Parties.

1.4 All forms of harassment against participants to the ARFI activities be it physical, mental, professional or sexual, are prohibited.

ARTICLE 2 – Integrity

2.1 Corruption and bribery

2.1.1 The ARFI Parties and Third Parties shall not, directly or indirectly, solicit, accept or offer any bribe, remuneration, commission, benefit or service of any nature, which are concealed and in connection with the organisation of the ARFI activities and or National / International Competitions listed on the ARFI Sporting Calendar or any ARFI election process.

2.1.2 Corruption is any form of misuse of power for any form of gain. Acts of corruption are usually intended to influence an individual in the performance of their work to act dishonestly and/or improperly.

2.1.3 A bribe is an inducement or reward or any form of benefit offered, promised, given or authorised, directly or indirectly:

- to improperly influence anyone, or
- to reward anyone for the performance of any function or activity, in order to secure or gain any commercial, contractual, regulatory or personal advantage.

2.1.4 A bribe can take many forms, for example:

- a direct or indirect promise or offer of something of value,
- the offer or receipt of a kickback, fee, reward or other form of benefit,
- the giving of aid or donations,
- the use of voting rights,

designed to exert improper influence.

2.1.5 The ARFI Parties and Third Parties can only accept gifts or hospitality within the limits provided for in the following articles. In case of doubt concerning the nature or value of the gift, the Ethics Committee should be consulted before acceptance of the gift.

2.1.6 Only gifts, in accordance with prevailing local customs and in line with the role carried out by the recipient, may be given or accepted by the ARFI Parties and Third Parties, as a mark of respect or friendship. Any other gift must be passed on by the beneficiary to the organisation of which he is a member, which shall register it.

2.1.7 The giving or receipt of gifts by an ARFI Party in the fulfilment of his duty for the ARFI is not prohibited if all of the following requirements are met:

- a. the gift complies with the laws of the recipient's or the givers' country or any other applicable local laws and regulations;
- b. the gift is not made with the intention of influencing an ARFI Party or Third Party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favours or benefits;
- c. the gift is given in the ARFI's name, not in the givers' name;
- d. the gift is given openly, not secretly;
- e. the gift cannot be viewed as excessive under local standards and customs, and is only provided as a courtesy, or token of esteem, for example on a festival or at another special time (e.g. Christmas); and
- f. the gift does not include cash or a cash equivalent (such as gift certificates, checks or vouchers).

The value of a gift should not exceed, in any event, an amount which would be considered as reasonable.

2.1.8 The ARFI appreciates that the practice of giving business gifts varies between countries and regions and what may be normal and acceptable in one region may not be in another. The test to be applied is whether in all the circumstances the gift is reasonable and justifiable. The intention behind the gift should always be considered.

2.1.9 The hospitality shown to the ARFI Parties and Third Parties and the persons accompanying them shall not exceed the standards prevailing in the host country or in the event that they attend. The intention behind the hospitality should always be considered.

2.2 Conflicts of interests

2.2.1 The ARFI Parties and Third Parties shall endeavour to avoid any conflict of interest. Conflicts of interest arise if one of the ARFI Parties or Third Parties has, or appears to have, financial or personal interests that may detract from his ability to perform his duties with integrity and in an independent and diligent manner.

2.2.1.a Financial or personal interests include gaining any possible advantage for himself, his immediate family, or any person with whom he has a close professional or private relationship.

2.2.1.b Conflicts of interest also arise if one of the ARFI Parties uses, or appears to use, confidential information obtained within the framework of the duties performed for the ARFI with the aim of gaining any possible advantage for himself or one of the persons listed above.

2.2.1.c As the ARFI is an international federation gathering national Federations, no conflict of interest arises when an ARFI Party exclusively defends, in the context of the examination of a proposal within a body of the ARFI, the interests of the ARFI Member he represents, provided such action does not produce any possible advantage for himself, his immediate family or any person with whom he has a close professional or private relationship.

2.2.2 The ARFI Parties and Third Parties may not perform their duties in situations involving an existing or potential conflict of interest. Any such conflict should be immediately disclosed and notified in writing to the organisation for which the ARFI Party or Third Party performs his duties.

A situation of a potential conflict of interests arises when the opinion or decision of an ARFI Party performing a duty for the ARFI may be reasonably considered as being influenced by relations that he has, has had or is on the point of having, with another person or organisation that would be affected by the opinion or decision of the ARFI Party concerned.

2.2.3 When the mission is performed within an ARFI Body, as listed in Article 14 of the ARFI Statutes, an ARFI Party who has, or appears to have, a financial or personal conflict of interest regarding any proposal submitted in a meeting must:

- declare this;
- withdraw from the meeting for that proposal unless expressly invited to remain in order to provide information;
- not be counted as a voting member for the purpose to determine the quorum for that part of the meeting;
- withdraw during the vote, unless expressly invited to stay, and have no vote on the matter.

2.2.3.a Thus, he may not take part, in particular, in any decision of an individual nature (for instance, voting in favour of the selection of a specific supplier or a specific promoter), if he notably has:

- a significant interest, financial or otherwise, in the decision, or is likely to be affected by said decision,
- a business relationship with a person or organisation with a direct interest in the decision, or
- a close family relationship with someone with a direct interest in the decision.

2.2.3.b Decisions of an individual nature are opposed in essence to those of general scope that are likely to affect several stakeholders (for instance, decisions related to the calendar of a championship or to a proposal for regulatory modifications) and which are taken in the global interest of Adventure Racing.

2.2.4 In the case where the duties are performed by an ARFI Party for the ARFI, it is his responsibility to submit an “ARFI Disclosure of Interests Form” to the Ethics Committee when he holds one of the following positions or exercises one of the following mandates:

- President or member of the Executive Board, of the Board of Directors, of the State Associations, and of the Audit Committee, of the Ethics Committee, of the ARFI judicial and disciplinary bodies or of anybody dealing with the allocation of grants;
- President or Vice-President of any other ARFI body referred to in Article 14 of the ARFI Statutes;
- member of the ARFI Administration;
- ARFI consultants;
- steward, race director, clerk of the course, scrutiner or technical delegate, or secretary of the event, officiating within the framework of a Competition counting towards an ARFI Championship.

2.2.4.a All the ARFI Parties referred to above, whether or not they have an interest to disclose, must complete this form. They must provide complete and accurate information and have the on-going obligation to update their form each time their circumstances change. Failure to disclose, update such information in a timely manner or provide complete information constitutes a breach of the ARFI Code of Ethics.

2.2.4.b The ARFI Disclosure of Interests Form is available on website

2.2.4.c The ARFI Disclosure of Interests Form is not a substitute for declaring an interest at meetings.

2.2.4.d The ARFI Parties who have not submitted or updated their ARFI Disclosure of Interests Form (or confirmed that no update is required) within one month following a request from the Ethics Committee, may not perform a mission in any capacity for the ARFI until their situation is regularised.

2.2.4.e Potential candidates to stand for election to the position of President of the ARFI, Executive Board’s Member, Members of the Board of Directors, Members of the State Associations, President and members of the Ethics Committee and Auditor who have not submitted an ARFI Disclosure of Interests Form to the Ethics Committee by the deadline for proposing a candidature, shall not be eligible.

2.2.5 If an objection is made concerning an existing or potential conflict of interest, it should be

reported immediately to the organisation for which the ARFI Party performs his duties.

2.3 Failure to provide any information requested by the ARFI Ethics Committee shall constitute a breach of the ARFI Code of Ethics.

2.4 The ARFI Parties and Third Parties shall use due care and diligence in fulfilling their mission. They must not act in a manner likely to tarnish the reputation of the ARFI.

2.5 The ARFI Parties and Third Parties should not be involved with firms or persons whose activity is inconsistent with the principles set out in the ARFI Statutes, Regulations and this Code.

ARTICLE 3 – Ethics Committee

3.1 The Ethics Committee is composed by 1 President and 4 Members, elected for 4 years, by a simple majority of the votes cast, on proposal of the ARFI Executive Board by the General Assembly.

3.2 The President and the members of the Ethics Committee may be re-elected twice making a total of three terms of office, whether consecutive or not and whether in the same position or not.

3.3 May not belong to any other ARFI body (as defined in Article 14 of the Statutes):

- in the two years following the end of their mandate, the President of the Ethics Committee and the two other members of the Ethics,
- in the year following the end of their mandate, the remaining members of the Ethics Committee.

3.4 The Ethics Committee shall be convened by its President whenever he considers it necessary and at least once a year.

3.5 However, at the request of the President of the ARFI or of 2 members, it must be convened by the President of the Ethics Committee, at the latest within the twenty days following the request.

3.6 The agenda of the Ethics Committee meetings is drawn up by the President of the Ethics Committee. The President of the Ethics Committee must enter on the agenda of the Ethics Committee meeting any question submitted by the President of the ARFI or by 2 members.

3.5 Any member of the Ethics Committee who has a financial or personal conflict of interest regarding any proposal submitted in the meeting must declare this and abstain from participating in deliberation and voting on the said proposal.

3.6 The Ethics Committee deliberates validly only in the presence of more than half of its voting members.

3.7 Decisions of the Ethics Committee shall be carried by an absolute majority. In the event of a tie, the President of the Ethics Committee shall have the casting vote.

3.8 If the President of the Ethics Committee so decides, the Ethics Committee may hold its meetings in the form of a conference call or videoconference or other electronic means, subject to at least two thirds of the members of the Ethics Committee being in attendance in person unless agreed by the President of the Ethics Committee.

3.9 In case of urgency, the adoption of a decision may be taken using electronic means (email, fax, etc.), should the President of the Ethics Committee so decide, unless more than one third of the members eligible to vote request a formal meeting which may be in person or held in the form of a teleconference, videoconference or other electronic means.

3.10 The President of the Ethics Committee may invite members of the ARFI Administration to attend Ethics Committee meetings, without voting rights.

3.11 If a seat on the Ethics Committee becomes vacant for whatever reason, the relevant proposing body of the ARFI may propose to the General Assembly that the member be replaced for the remainder of his term of office. If the seat of the President of the Ethics Committee becomes vacant for whatever reason, this seat shall be filled by co- option for the remainder of the term by the Executive Board, to be submitted to the next General Assembly for ratification.

ARTICLE 4 – Conduct towards governments and private organisations

4.1 The ARFI Parties and Third Parties shall work to maintain harmonious relations with national authorities, in accordance with the principle of universality and of political neutrality of the ARFI.

4.2 The ARFI Parties and Third Parties are free to play a role in the public life of the nations to which they belong. Within this framework, they may not abusively take advantage of their position within the ARFI, engage in any activity or follow any ideology inconsistent with the principles defined in the ARFI Statutes and Regulations or set out in this Code.

4.3 The ARFI Parties and Third Parties shall endeavour to protect the environment on the occasion of any events they organise. They shall endeavour that their environmental standards are consistent with the generally accepted standards for environmental protection.

ARTICLE 5 – Confidentiality

The ARFI Parties and Third Parties shall also treat as confidential or secret any information, which is not public, communicated to them in the exercise of their duties. Any information or opinion shall be divulged only in accordance with the principles, directives and objectives of the ARFI and its Members.

ARTICLE 6 – Implementation

6.1 The ARFI Parties and Third Parties shall see to it that the principles of this Code are applied.

6.2 The ARFI Parties and Third Parties shall notify the Ethics Committee, and/or the ARFI Compliance Officer if appropriate, of any alleged breach of this Code.

6.3 The persons implicated shall, upon request, cooperate in any investigation carried out by the Ethics Committee and provide it with any information it may request. Failure to cooperate or to provide the requested information shall constitute a breach of the ARFI Code of Ethics.

6.4 The Ethics Committee shall identify any breaches of its regulations and shall submit a report to the President of the ARFI who may decide to take any further action. A copy of this report shall be submitted to the members for the ARFI Senate, the complainant and the person implicated for



information.

6.5 Each year, the Ethics Committee shall submit to the ARFI Executive Board a report on the application of this Code, noting any breaches of its rules.

ARTICLE 7 – Amendments to the Code of Ethics

Amendments to the Code shall be decided by the Executive Board.

ARTICLE 8 – Interpretation of the Code of Ethics

The Code has been written in English. ARFI will translate it in others languages. In the event of a divergence regarding its interpretation, the English text shall be regarded as authoritative.

ARTICLE 9 – Transitional Rules

9.1 The Executive Board shall appoint a President and two Members of a provisional Ethics Committee, who will remain in office until the first working General Assembly.

9.2 The first working General Assembly shall elect the Ethics Committee according to the Art. 3 of this Rules.