

INTERNATIONAL NETBALL FEDERATION LIMITED
ETHICS AND ANTI-CORRUPTION CODE

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PART ONE: PROVISIONS OF GENERAL APPLICATION

1. INTRODUCTION

1.1 The fundamental purposes of the INF (as set out in the Articles) include:

- (a) the promotion of a high standard of ethics, including the establishment and maintenance of an efficient administration to control, regulate and direct the affairs of INF and the sport of Netball; and
- (b) the preservation of the integrity of the sport of Netball, including the promulgation and enforcement of appropriate codes of conduct and regulations.

1.2 Accordingly, INF has adopted this Code to (among other things) further those fundamental purposes.

1.3 In particular, INF has adopted:

- (a) the Ethics Provisions (see Part Two) establishing clear ethical requirements to govern the activities of those individuals who assist INF in its role as international governing body of the sport. INF, its Regional Federations and Members aspire to the highest ethical standards in their governance and administration of the sport of Netball, in order to safeguard the integrity, image and reputation of the sport, to maintain public confidence in their work as custodians of the sport, and to help them achieve their fundamental goal of securing the long-term health and vitality of the sport at all levels around the world (the **Ethics Objectives**); and
- (b) the Anti-Corruption Provisions (see Part Three) as the foundation for the fight against corruption in the sport of Netball, in recognition of the following fundamental sporting imperatives:
 - (i) all Netball matches are to be contested on a level playing field, with the outcome to be determined solely by the respective sporting merits of the competing teams and to remain uncertain until the match is completed. It is this essential characteristic that gives the sport its unique appeal; and
 - (ii) public confidence in the authenticity and integrity of the sporting contest and in the uncertainty of its outcome is vital. If that confidence is undermined, the very essence of the sport is compromised (the **Anti-Corruption Objectives**).

1.4 This Code is to be interpreted and applied by reference to (as appropriate) the Ethics Objectives and the Anti-Corruption Objectives (including where an issue arises that is not expressly addressed in this Code), which will take precedence over any strict legal or technical interpretation or application that may otherwise be proposed.

1.5 Capitalised terms in this Code will have the meanings given to them in Appendix One. Unless the context otherwise requires, words denoting any one gender include all other genders; words denoting the singular include the plural and vice versa; and words importing persons (except the word 'individual') will include associations, federations, corporations and other organisations whether incorporated or unincorporated.

1.6 This Code will take effect from 1st April 2019 and may be amended from time to time by the Board.

2. SCOPE AND APPLICATION

2.1 Part One of this Code applies to and binds all persons to whom Part Two or Part Three applies.

2.2 Part Two of this Code (the Ethics Provisions) applies to and binds the following persons (collectively, the **Officers**), each of whom is deemed to have agreed to be bound by and to comply with its terms:

- (a) each person serving as a director (including an alternate director) or officer of INF or any Associated Company (each, a **Director**);
- (b) each person serving as a member of a committee or panel of INF or any Associated Company, and each person appointed to represent INF or any Associated Company on any committee or panel or in any similar role (each, a **Committee Member**);
- (c) each person employed (whether full-time, part-time, permanent, fixed-term or temporary) or engaged as a consultant or independent contractor for, or otherwise functioning as a member of the staff of, INF or any Associated Company (including without limitation INF umpires, match officials and other individuals contracted from time to time by a host board or committee to work on an International Event) (each, a **Staff Member**); and
- (d) each representative of a Regional Federation or Member who has any dealings or interaction of any kind with INF (each, a **Representative**).

2.3 Directors, Committee Members and Staff Members are required to comply with the Ethics Provisions: (a) whenever they are acting in their capacity as such; and (b) at any other time where their conduct at such times reflects upon INF or could otherwise undermine the Ethics Objectives. Representatives are required to comply with the Ethics Provisions whenever they are dealing or interacting in any way with INF.

2.4 Part Three of this Code (the Anti-Corruption Provisions) applies to and binds the following persons (collectively, the **Participants**), each of whom is deemed to have agreed to be bound by and to comply with their terms:

- (a) all persons involved in organising and/or participating in any way in an International Event (including, without limitation, all players, umpires, Umpire Support Personnel, match officials, tournament officials, team officials and Athlete Support Personnel), from the date that the person or entity is first selected to so organise and/or participate until the date that is six months after their/its last involvement in an International Event;
- (b) all Athlete Support Personnel assisting one or more athletes participating in any way in an International Event, from the date the athlete in question is selected to so participate until the date that is six months after that athlete's last involvement in an International Event;
- (c) all persons and entities under the jurisdiction of any Member and/or Regional Federation (including, without limitation, their officers, officials, employees,

appointees, Representatives, contractors, agents, volunteers, members, players, coaches, trainers, managers, umpires, match officials and medical personnel), to the extent that their conduct may impact upon International Events; and

- (d) all of INF's (or any Associated Company's) constituent bodies, Directors, Staff Members and Committee Members.
- 2.5 A person will remain liable under this Code in respect of any matters arising prior to the date that they cease to be bound by this Code, and any Officer will continue to be bound by the obligations of confidentiality in clauses 3.9 and 3.10.
- 2.6 This Code and any dispute or claim arising out of or in connection with it (including non-contractual disputes and claims) will be governed by and construed in accordance with English law. Subject strictly to clauses 4.1 and 7.1 below, any dispute or claim arising out of or in connection with this Code will be subject to the exclusive jurisdiction of the English courts.
- 2.7 It is acknowledged that conduct prohibited under this Code may also amount to a criminal offence and/or a breach of other applicable laws or regulations. This Code is not intended to replace but to supplement such laws and regulations. It is therefore to be interpreted and applied without prejudice to the application of such laws and regulations.
- 2.8 It is acknowledged that, in addition to this Code, persons may also be subject to separate regulations of Members and/or Regional Federations, and that the same circumstances may engage not only this Code but also such other regulations. For the avoidance of doubt, this Code is not intended to limit the responsibilities of any person under such other regulations, and nothing in such other regulations will be capable of limiting a person's responsibilities under this Code.
- 2.9 Each Member is required to adopt its own anti-corruption and ethics regulations consistent with this Code, to take effect in respect of Netball and the individuals over which it has jurisdiction.

PART TWO: ETHICS PROVISIONS

3. ETHICS OFFENCES

General duties

- 3.1 In addition to complying with all applicable laws and regulations, an Officer must conduct themselves honestly, fairly, and in accordance with the highest ethical standards of integrity, trust and transparency. They must avoid any conduct that is inconsistent with the Ethics Objectives or that undermines them in any way. They must avoid acts or omissions that give the appearance of impropriety, or that denigrate INF, or that bring (or have the potential to bring) INF and/or the sport of Netball into disrepute. They must not be involved or associate themselves in any way with any company, firm or person whose activities are inconsistent and/or conflict with the Ethics Objectives.
- 3.2 An Officer must not do anything that may intimidate, offend, insult, humiliate or discriminate against anyone on the basis of colour, disability, ethnic origin, nationality, race, religion, sex, sexual orientation or otherwise.
- 3.3 An Officer must not abuse their position as an Officer in any way, especially for private aims or objectives. They must use the resources of INF only for lawful and ethical purposes authorised by the Board or the CEO, and not for any unauthorised purpose. An Officer may only claim reimbursement from INF for expenses properly and reasonably incurred in the course of their INF activities.
- 3.4 An Officer must:
- (a) report all knowledge concerning any approach or invitation received by the Officer to engage in conduct that would amount to a breach of the Ethics Provisions to the Ethics Officer without delay; and
 - (b) report all knowledge concerning any incident, fact or matter that comes to the attention of the Officer that may evidence a potential breach of the Ethics Provisions by a third party to the Ethics Officer without delay.

Loyalty (avoiding conflicts of interest)

- 3.5 An Officer must not use their position or their activities with INF to advance their personal interests or those of any relative, friend or acquaintance.
- 3.6 Without prejudice to clause 3.5, each Director, Committee Member and Staff Member owes a duty of undivided loyalty to INF. This means they must make decisions (including as to how to cast a vote on a specific resolution) based solely on their good faith assessment of what is in the best interests of INF's collective membership and the sport of Netball as a whole in relation to the specific issue at hand. They must not consider or be influenced by any other factors, and they must not seek to advance any conflicting interests, such as (without limitation) the conflicting interests of a Regional Federation, Member or similar body (an **'institutional' conflict of interest**) or their own personal conflicting interests (a **'personal' conflict of interest**). It is the personal responsibility of each Director, Committee Member and Staff Member to avoid any situation involving or that could lead to any actual or apparent conflict of such interests.

3.7 Specifically in relation to 'institutional' conflicts of interest:

- (a) A Director, Committee Member or Staff Member must not promote the interests of any particular stakeholder (such as a Regional Federation, a Member or a group of Regional Federations and/or Members), or of any third party (such as a governmental or political body), where doing so conflicts with their overriding duty to act in the best interests of INF's collective membership and the sport of Netball as a whole.

***Note:** It is acknowledged that Directors and Committee Members may owe duties to third parties. For example, an individual nominated by a National Association for appointment to the Board may also owe duties to that National Association (for example, because they are a director and/or an employee of that National Association). However, in such circumstances, the nominee Director owes the same fiduciary duties to INF and its members as a whole as any other INF Director. In particular, while the Director may take into account the interests of the National Association that nominated them where that is consistent with, and advances, the best interests of INF's collective membership and the sport as a whole, where those interests conflict they must, whenever acting as an INF Director, put the interests of INF's collective membership and the sport as a whole first. In other words, their overriding duty is to INF's collective membership and the sport of Netball as a whole, and not to the National Association that nominated them. Therefore, whenever acting as an INF Director, they must never allow their relationship with their nominating National Association to interfere with their duty to act in the best interests of INF's collective members and the sport as a whole. Furthermore, the Director must exercise independent judgment in carrying out their duties as an INF Director. Accordingly, while they may consult with their nominator and take its views and interests into account in deciding how to exercise their powers, they cannot agree to vote as directed by their nominator, and may only vote in accordance with its wishes where to do so would be in the best interests of INF's collective membership and the sport as a whole.*

- (b) A Director, Committee Member or Staff Member must not do anything or allow anything to be done that would undermine the duty of undivided loyalty that each Director, Committee Member and Staff Member owes to INF. In particular, they must not use undue influence or allow them to be unduly influenced so as to compromise that duty of undivided loyalty.

***Note:** For example, a Director or Committee Member must not trade votes in exchange for benefits to their nominator (such as the promise of a future tour by one National Association in exchange for voting in that National Association's favour on another issue).*

- (c) An Officer must disclose to the Board any matter that may reasonably be construed as impacting or potentially impacting upon decision-making at Board level (for example, side-agreements between National Associations, or financial support or loans given by one National Association to another), and must provide such further information in relation thereto as the CEO may request, so that there is due transparency and its effects are understood.

3.8 Specifically in relation to 'personal' conflicts of interest:

- (a) Where a Director, Committee Member or Staff Member has or may have an actual, apparent or potential conflict of interest between their personal interests (or the interests of any third party that is their parent, spouse, relation or dependent) and their duties owed to INF, they must disclose the conflict to the Ethics Officer without delay (including, where possible, prior to their election or appointment to the position of Director, Committee Member or Staff Member),

or, if it arises during a meeting, to the chair of the relevant meeting. Thereafter, and subject at all times to the powers of the Ethics Officer or chair of the relevant meeting (as applicable) to waive the conflict (see clause 3.8(b)), they must:

- (i) excuse themselves from any discussions relating to the issue on which they are conflicted;
- (ii) abstain from voting (and from seeking to influence the vote) on any matter relating to the issue on which they are conflicted; and
- (iii) refrain from taking any other part in the handling of the conflict or of the issue on which they are conflicted.

Note: *Circumstances in which such an actual, apparent or potential 'personal' conflict of interest may arise include (but are not limited to): (a) personal involvement with sponsors, suppliers, contractors, venue operators, broadcasters or customers of INF or any Associated Company, including ownership of a material interest in such an entity, acting in any material capacity for such an entity, or accepting benefits (for example, payments, commissions, services or loans) from such an entity; (b) ownership of property affected by INF action or acquired as a result of confidential information obtained from INF; (c) commercial interests that may have an effect on, or be affected by, INF action; (d) outside employment by an entity whose fortunes may be affected by the decisions of INF; and (e) outside involvement in civic, professional or political organisations that creates the perception of improper and unauthorised divulging of confidential information.*

- (b) Where there is an actual, apparent or potential conflict (whether noted by virtue of a formal disclosure or otherwise), the Ethics Officer (or the chair of the relevant meeting, as applicable) will:
 - (i) advise all relevant persons of the conflict;
 - (ii) cause the conflict to be recorded in a centrally-held register (and, where applicable, in the minutes of the relevant meeting); and
 - (iii) have the authority to waive, where considered appropriate, some or all of the requirements of clause 3.8(a), provided that any such waiver will also be recorded in the centrally-held register (and, where applicable, in the minutes of the relevant meeting).

Note: *No waiver is appropriate where the Director, Committee Member or Staff Member has a personal financial interest in the outcome of the matter being considered.*

Confidentiality

- 3.9 An Officer must not disclose to any third party (whether for personal gain or otherwise) any information disclosed to them in confidence as a result of their INF activities, save where (a) required by law; (b) INF agrees in writing in advance; or (c) that information is already in the public domain (other than by reason of their breach of this clause).

Note: *This duty of confidentiality applies (without limitation) to agendas and accompanying papers for meetings, the content of discussions during meetings, and the minutes of meetings.*

- 3.10 Unless otherwise directed by the Board or the CEO, Directors are entitled to discuss relevant Board matters with representatives of their own Regional Federations and Members, and to distribute relevant Board minutes and papers to such persons. However, Directors must notify such persons that the information is confidential and must use their best endeavours to ensure that the information is not distributed to any third parties who are not part of their respective Regional Federations or Members.

Bribery

- 3.11 An Officer must not solicit, offer or accept any bribe, payment, commission, gift, donation, kickback, facilitation payment, or other inducement or incentive (whether monetary or otherwise) in order to influence decision-making in relation to any matter involving INF (including, without limitation, in relation to International Events and commercial activities of INF). They must disclose any request that they receive for such inducement or incentive to the Ethics Officer without delay.

Gifts and hospitality

- 3.12 Without limiting the generality of clause 3.11:

- (a) an Officer must not accept any gift, hospitality or other benefit that is intended to influence (or may reasonably be construed as being intended to influence) the Officer when they come to make decisions on behalf of INF;

Note: Particular care must be taken in relation to gifts offered by suppliers, other commercial partners and interested parties to influence decisions relating to the awarding of commercial contracts with INF, particularly for media rights, events and sponsorship.

- (b) an Officer may never accept any cash gift;
- (c) an Officer must not solicit, offer or accept any gift, hospitality, payment or other benefit (whether of a monetary value or otherwise) in circumstances that could reasonably bring them or the sport of Netball into disrepute;
- (d) subject always to the foregoing, an Officer may offer and accept reasonable, proportionate and *bona fide* corporate gifts and hospitality, solely as a mark of respect or friendship, provided that (i) such gifts or hospitality are in line with the prevailing norms in the relevant jurisdiction (for example, gifts of nominal value); (ii) no dishonest advantage is thereby gained and there is no conflict of interest; and (iii) any such gifts or hospitality (or other benefits) that are (individually or in aggregate) worth more than £100 (or the equivalent in any other currency) are disclosed to, and recorded and approved by, the Ethics Officer (or, if not approved by the Ethics Officer, withdrawn or returned, as applicable).

Attempts or agreement to breach, and other involvement in breach

- 3.13 An Officer's agreement or attempt to commit any conduct that would if completed have amounted to a breach of the Ethics Provisions will be treated as if it had been completed and had resulted in a breach of the Ethics Provisions, unless the Officer renounced the agreement or attempt prior to it being discovered by a third party not involved in the agreement or attempt.

3.14 An Officer who authorises, causes, knowingly assists, encourages, aids, abets, covers up or is otherwise complicit in any breach of the Ethics Provisions by another Officer will be treated as having committed such breach themselves and will be liable accordingly.

4. ENFORCEMENT

4.1 Any potential breach of the Ethics Provisions will be investigated, prosecuted and determined in accordance with the Disciplinary and Dispute Resolution Regulations.

4.2 Unless otherwise specified, conduct will only amount to a breach of the Ethics Provisions if committed deliberately, recklessly or negligently.

5. SANCTIONS

5.1 Where it is determined that a breach of the Ethics Provisions has been committed, the hearing panel will have the discretion to impose a sanction as it deems appropriate in accordance with the Disciplinary and Dispute Resolution Regulations.

PART THREE: ANTI-CORRUPTION PROVISIONS

6. ANTI-CORRUPTION OFFENCES

The following conduct, when committed by a Participant (whether directly or indirectly), will constitute a breach of the Anti-Corruption Provisions by that Participant:

Manipulation of or interference with an International Event

- 6.1 Fixing or contriving in any way or otherwise influencing improperly (or being a party to the fixing, contriving or other improper influencing of) the result, progress, outcome, conduct or any other aspect of any International Event.
- 6.2 Seeking, accepting, offering, or agreeing to accept or offer, any bribe or other Benefit to fix or contrive in any way or otherwise to influence improperly the result, progress, outcome, conduct or any other aspect of any International Event (whether or not such bribe or other Benefit is in fact given or received).
- 6.3 Failing to perform to the best of one's abilities in an International Event, for Benefit or the expectation of Benefit (whether or not such Benefit is in fact given or received) or further to an agreement with a third party.
- 6.4 Ensuring the occurrence of a particular incident in an International Event, which occurrence is to the Participant's knowledge the subject of a Bet and for which they or another party expects to receive or has received any Benefit.

Betting

- 6.5 Placing, accepting, laying or otherwise entering into any Bet, or participating in any other form of Betting, in relation to the result, progress, outcome, conduct or any other aspect of any International Event.
- 6.6 Soliciting, inducing, enticing, instructing, persuading, encouraging, facilitating or authorising any other party to place, lay or otherwise enter into any Bet, or to participate in any other form of Betting, in relation to the result, progress, outcome, conduct or any other aspect of any International Event, in circumstances that the Participant knew or should have known could undermine public confidence in the integrity of an International Event or the sport of Netball.

Inside Information

- 6.7 Using Inside Information for Betting purposes or otherwise in relation to Betting.
- 6.8 Disclosing Inside Information to any party (for Benefit or otherwise) where the Participant knew or should have known that it might be used for Betting purposes or otherwise in relation to Betting, for any form of improper influence over any aspect of any International Event, or for any other improper purpose.

Other offences

- 6.9 Providing, offering, giving, requesting or receiving any gift or Benefit in circumstances that the Participant knew or should have known could undermine public confidence in the integrity of an International Event or the sport of Netball (whether or not such gift or Benefit is in fact given or received).

- 6.10 Committing any other act that could undermine public confidence in the integrity of an International Event or the sport of Netball.
- 6.11 Failing to disclose to INF, without delay, full details of all knowledge concerning:
- (a) any approach or invitation received by the Participant to engage in conduct that would amount to a breach of the Anti-Corruption Provisions; and
 - (b) any incident, fact or matter that comes to the attention of the Participant (or of which the Participant ought reasonably to have been aware) that may evidence a potential breach of the provisions of the Anti-Corruption Provisions by a third party, including (without limitation) any approach or invitation received by a third party to engage in conduct that would amount to a breach of the Anti-Corruption Provisions.
- 6.12 Failing or refusing, without compelling justification, to cooperate with any investigation carried out by the INF in relation to possible breach of the Anti-Corruption Provisions (by any Participant), including (without limitation) failing to provide accurately and completely any information and/or documentation requested by the INF as part of such investigation.
- 6.13 Obstructing or delaying any investigation carried out by the INF in relation to possible breach of the Anti-Corruption Provisions (by any Participant), including (without limitation) concealing, tampering with or destroying any documentation or other information that may be relevant to that investigation and/or that may be evidence of or may lead to the discovery of evidence of conduct that would be a breach of the Anti-Corruption Provisions.
- 6.14 Failing or refusing, to cooperate with any proceedings brought against any Participant under the Anti-Corruption Provisions, including (without limitation) failing to provide a witness statement(s) in respect of information in the possession of the Participant and/or failing to attend, for the purposes of providing truthful oral evidence, any hearing convened before a Disciplinary Panel, Appeal Panel and/or CAS, where requested by the INF.

Attempt or agreement to breach, and other involvement in breach

- 6.15 Any attempt by a Participant, or any agreement by a Participant with any other person or entity, to engage in conduct that would culminate in the commission of a breach of the Anti-Corruption Provisions will be treated as if such breach had been committed (whether or not such attempt or agreement in fact resulted in such breach) unless the Participant renounces the attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement.
- 6.16 A Participant who authorises, causes, knowingly assists, encourages, aids, abets, covers up or is otherwise complicit in any act or omission by the Participant's coach, trainer, manager, agent, family member, guest or other affiliate or associate, that would have amounted to a breach of the Anti-Corruption Provisions if committed by the Participant themselves, will be treated as if they committed such act or omission and will be held liable accordingly for breach of the Anti-Corruption Provisions.
- 6.17 A Participant who solicits, induces, entices, instructs, persuades, encourages or facilitates another Participant to commit a breach of the Anti-Corruption Provisions, or who knowingly assists, covers up or is otherwise complicit in another Participant's breach of the Anti-Corruption Provisions, will be treated as if they committed such

breach themselves and will be held liable accordingly for breach of the Anti-Corruption Provisions.

7. ENFORCEMENT

- 7.1 Any potential breach of the Anti-Corruption Provisions will be investigated, prosecuted and determined in accordance with the Disciplinary and Dispute Resolution Regulations.
- 7.2 The following matters (without limitation) are not relevant to the determination of a breach of the Anti-Corruption Provisions:
- (a) whether or not the Participant actually participated, or was assisting someone who participated, in the specific International Event in question;
 - (b) the nature or outcome of any Bet in issue;
 - (c) the outcome of the International Event on which any Bet was made;
 - (d) whether or not the Participant's efforts or performance (if any) in any International Event in issue were (or might reasonably be expected to have been) affected by the breach in question; and
 - (e) whether or not the result or any other aspect of the International Event in issue was (or might reasonably be expected to have been) affected by the breach in question.

8. SANCTIONS

- 8.1 Where it is determined that a breach of the Anti-Corruption Provisions has been committed, the hearing panel:
- (a) will be required to impose a specified period of ineligibility on the Participant of a minimum of three months and a maximum of life, depending on what is proportionate in the circumstances of the case and, in particular, taking into account (i) the nature of the breach(es), (ii) the culpability of the Participant, (iii) the harm caused to the sport, (iv) the need to deter future breaches, and (v) any specific aggravating or mitigating factors;
 - (b) will have the discretion to impose a fine on the Participant, up to a maximum of the value of any Benefit received by the Participant, directly or indirectly, as a result of the breach (unless otherwise specified, payable within 30 days); and
 - (c) will have the discretion to impose such other sanction(s) as may be deemed appropriate.
- 8.2 In determining the appropriate sanction(s), aggravating factors may include (without limitation):
- (a) the age, experience and position of trust or authority of the Participant (for example, as captain of the team);
 - (b) the Participant's previous disciplinary record, including in particular any previous breaches of the Anti-Corruption Provisions or any similar offences;

- (c) a lack of remorse on the part of the Participant (including, for example, refusing to participate in anti-corruption educational programmes);
- (d) a finding that the Participant received or expected to receive a significant Benefit as a result of the breach, or where the sums of money otherwise involved in the breach were substantial;
- (e) a finding that the Participant committed more than one breach of the Anti-Corruption Provisions;
- (f) a finding that the breach was part of a wider scheme involving other Participants; and
- (g) a finding that the breach affected or had the potential to affect the course or outcome of an International Event.

8.3 In determining the appropriate sanction(s), mitigating factors may include (without limitation):

- (a) the youth or inexperience of the Participant, and/or a finding that the Participant was taken advantage of by more senior or experienced Participants;
- (b) the Participant's good previous disciplinary record;
- (c) remorse on the part of the Participant (including, for example, agreeing to participate in anti-corruption educational programmes);
- (d) a finding that the Participant did not receive or expect to receive a significant Benefit as a result of the breach, or where the sums of money otherwise involved in the breach were not substantial;
- (e) a finding that the breach did not affect or have the potential to affect the course or outcome of an International Event;
- (f) the Participant's timely admission of guilt when confronted with the breach;
- (g) the Participant's cooperative behaviour during the course of the investigation and/or the proceedings relating to the breach (for example, providing information requested on a timely and complete basis); and
- (h) the Participant's provision to INF of truthful, accurate and complete information about potential breaches of the Anti-Corruption Provisions and/or other similar laws or regulations of which the Participant has knowledge, and full cooperation with any investigation and prosecution (whether by INF or another body, including a criminal or regulatory body) of such breaches, including (without limitation) by testifying at a hearing if required to do so.

8.4 For the avoidance of doubt, the hearing panel will have no jurisdiction to adjust, reverse or amend the results of any International Event or other Netball match, competition or event. However, such matter may be referred to INF for consideration, or considered by INF at its own instigation, and INF will have the discretion to adjust, reverse or amend such results or to take such other remedial action as it considers appropriate.

APPENDIX ONE

DEFINITIONS

Anti-Corruption Provisions means the anti-corruption provisions as set out in Part Three of this Code.

Articles means the Articles of Association of INF, as amended from time to time.

Associated Company means any affiliate or subsidiary company of INF.

Athlete Support Personnel means any coach, trainer, manager, agent, team staff, official, medical or para-medical personnel, selector, family member or other person working with, treating or assisting an athlete.

Benefit means the direct or indirect receipt or provision of money or the equivalent, such as (without limitation) bribes, gains, gifts and other advantages including (without limitation) winnings and or potential winnings as a result of a Bet (other than prize money and/or payments to be made under endorsement, sponsorship or other contracts).

Bet means a bet, wager or any other form of financial speculation.

Betting means making, accepting, or laying a Bet, including (without limitation) activities commonly referred to as sports betting, such as fixed and running odds, totalisator/toto games, live betting, betting exchanges, spread betting, and other games offered by sports betting operators.

Board means the board of directors of INF, elected pursuant to the Articles.

CAS means the Court of Arbitration for Sport in Lausanne, Switzerland.

CEO means the chief executive officer of INF.

Code means this Ethics and Anti-Corruption Code, as amended from time to time.

Committee Member has the meaning given to that term in clause 2.2.

Director has the meaning given to that term in clause 2.2.

Disciplinary and Dispute Resolution Regulations means the disciplinary and dispute resolution regulations of INF, as amended from time to time.

Ethics Objectives has the meaning given to that term in clause 1.3.

Ethics Officer means the person appointed by INF to act on its behalf in matters arising under the Ethics Provisions.

Ethics Provisions means the ethics provisions as set out in Part Two of this Code.

INF means the International Netball Federation Limited.

Inside Information means any information relating to any International Event that a Participant possesses by virtue of their position within or in relation to the sport, including (without limitation) factual information regarding the competitors, the conditions, tactical considerations or any other aspect of the International Event, but not including such

information that is already published or a matter of public record, readily acquired by an interested member of the public, or disclosed according to the rules and regulations governing the relevant International Event.

International Event means a duly-sanctioned match, tournament, competition or event contested by national representative teams or by teams under the jurisdiction of different National Associations or by teams representing different Regional Federations.

Member means an entity that has been admitted as a member of INF in accordance with the Articles.

National Association means a national governing body of Netball.

Netball means the sport of netball and other derivatives of the game as determined by the Board from time to time.

Officer has the meaning given to that term in clause 2.2.

Participant has the meaning given to that term in clause 2.4.

Regional Federation means a regional federation established in accordance with the Articles.

Representative has the meaning given to that term in clause 2.2.

Staff Member has the meaning given to that term in clause 2.2.

Umpire Support Personnel means any umpire appointment panel member, assessor, umpire coach or umpire mentor.