

FIM CODE OF ETHICS

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Any references to the male gender in this document are made solely for the purpose of simplicity, and refer also to the female gender except when the context requires otherwise.

TERMS AND DEFINITIONS

The following capitalized terms shall have the following meanings for all purposes:

Code	The FIM Code of Ethics
CAI	International Court of Appeal
CONU/s	FIM Continental Unions
Commission/s	The Commission of Circuit Racing (CCR); the Motocross Commission (CMS); the Trial Commission (CTR); the Enduro Commission (CEN); the Cross-Country Commission (CTT); the Track Racing Commission (CCP); the Touring and Leisure Commission (CTL); the Commission for Mobility (CPM); International Sustainability Commission (CID); the Women's Commission (CFM); International Medical Commission (CMI); the International Technical Commission (CTI); the E-Bike Commission (CEB); the Classic Motorcycles Commission (CMC) and any other sporting or non-sporting commission created by the FIM Board of Directors.
Ethical Chamber	FIM ethical body composed of at least 4 members of the LJI and at least 4 members approved by the FIM Board of Directors.
Ethical Panel	Members of the Ethical Chamber in charge of deciding on the breaches of the Code.
Field of Play	During any FIM competition or event including but not limited to rehearsals, qualifying events and/or rounds, gatherings indirectly or directly related to FIM competitions and stays any facility supporting a FIM competition.
FIM	Fédération Internationale de Motocyclisme
FIM BD	FIM Board of Directors

FIM Event	Any event organized by the FIM, including but not limited to FIM competitions or world/intercontinental championship/ FIM Prizes/World Records, FIM General Assembly, FIM Awards Ceremony, FIM Family Week, seminars, conferences and training organized by the FIM etc.
FIM Event Participants	Any person or entity participating at any FIM competition or any FIM Event.
FIM Family	All the persons involved in any manner with the FIM, CONU, FMN or any other related motorcycling organization.
FIM Licence	Document for Officials, FIM Event Participants, Manufacturers and Teams required to participate in an FIM World Championship/ Prize Event or FIM World Records and some National Meetings open to Foreign Participation.
FIM Staff	Any FIM employee or person working for the FIM on a temporary basis or under a mandate.
FMN/s	FIM National Federations
GA	General Assembly
Internal Auditor	Person in charge of controlling and verifying FIM's financial and accounting activities.
Investigative Body	Members of the Ethical Chamber in charge of the inquiry and fact-finding taking place before the formal opening of the procedure before the Ethical Panel.
LJI	List of International Judges
Manufacturer	Manufacturer holding an FIM Licence to participate in a FIM World Championship, Prize Event or a FIM World Record.
Motorcycling	Applies to all activities relating to the use of motorised land vehicles whichever their propulsion mode (e.g. thermal, electrical) having less than four wheels, quads, SSV and/or caterpillar tracks or skis, as determined by the GA.

Off Track	Any place or FIM Event taking place outside a paddock including but not limited to the FIM GA, FIM Awards Ceremony, FIM Commissions Conference, seminars, conferences and training organized by the FIM, practice sessions before or during competitions etc.
Officials	Any member of the Race Direction, Stewards and members of the Stewards Panel, International Jury, Referees, Marshals, or any person acting as a FIM/FMN representative or on its behalf.
Organizer	Organizing body of a FIM Event (may be an FMNR, a club, a promoter, a circuit owner).
Promoter(s)	Contractual agent holding some organizational and/or commercial rights in relation to FIM world championships, prize events and FIM World Records.
Rider	Participant riding a vehicle in a FIM discipline.
Secretariat	Secretariat of the Ethical Chamber
Team	Depending on the context, the team can be defined according to Articles 60.2 and 70.2.4 of the FIM Sporting Code, this definition may include trainers, support staff, managers etc.

FIM CODE OF ETHICS

PREAMBLE

The FIM is an international organization founded in 1904 and created to control and develop the sporting and non-sporting aspects of Motorcycling and to assist motorcycle users in those fields.

Art. 6 of the FIM Statutes states the mission of the FIM as follows: “The FIM is the governing body for motorcycle sport and the global advocate for Motorcycling”.

The values of the FIM draw attention to the need for fairness, inclusion, unity and transparency in all of its processes. The need to cultivate professionalism, develop expertise and excellence in all areas was recognized as being vital for FIM’s credibility.

This Code sets out ethical standards which shall govern the pursuit of the mission of the FIM. One of the FIM’s most valuable assets is its reputation, accordingly, ethical conduct is not just a way of behaving but a way of approaching and thinking about FIM activities, both sporting and non-sporting, in order to preserve the integrity and public confidence in the FIM as the world governing body.

All persons bound by this Code are always required to act in an ethical manner. This obligation is paramount and is not to be limited by other provisions of this Code.

Persons covered by the Code shall be deemed to abide by all the FIM Codes and regulations, including but not limited to FIM Statutes, By-Laws, Sporting and Disciplinary Code, etc.

1. THE SCOPE OF APPLICATION

- 1 This Code is intended to apply broadly when the interests of the FIM or its members are involved. It applies, in particular to the infringements of the obligations set out in article 2, or to any other conduct or omission having similar effect.

- 2 The Code shall only apply in the absence of any other applicable FIM regulations applying in the circumstances such as the FIM Disciplinary Code, the Anti-Doping Code or other FIM regulations¹.
- 3 Only breaches that occurred after the entry in force of this Code are covered by the latter.
- 4 Continuing breaches that started before the entry in force of this Code are also covered, if the last breach occurred after the entry in force of this Code.

1.1 Persons Covered

- 1 The Code shall be complied with by all-natural persons, legal entities, associations and clubs² participating or involved in any capacity in a FIM or CONU Event, sporting or non-sporting activity (in the Field of Play or Off Track) or acting on behalf of the FIM, including but not limited to the following persons:
 - a) FMN;
 - b) CONU;
 - c) Persons entrusted with a function or holders of a licence, issued by the FIM, a CONU or a FMN (including but not limited to members of statutory governing bodies, directors and members of commissions, experts, officials, riders, team members, team assistants, doctors and manufacturers);
 - d) Staff and contracted partners of the FIM, CONUs and FMNs (including but not limited to volunteers, Promoters, organisers, providers and sponsors);
 - e) Persons participating or involved in any capacity in a FIM or CONU event;
 - f) Candidates for any FIM or CONU election;
 - g) Consultants, suppliers, agents and representatives, partners and all persons conducting business with or on behalf of the FIM.

¹ As a rule, the Code of Ethics applies on a supplementary basis in relation to any (other) FIM disciplinary regulations (e.g. Disciplinary Code and/or disciplinary sanctions set out by any FIM regulations). The Ethical Chamber may recommend to the FIM Administration that the reporting of a case be disclosed to the appropriate law enforcement authorities.

² Person as used in this Code shall be understood to mean a natural person or an organization or other entity.

2. **RULES OF CONDUCT**

- 1 All persons bound by this Code shall always act in accordance with the highest standards of honesty, integrity and ethical behavior in relation to any FIM or CONU event, sporting or non-sporting activity (in the Field of Play or Off Track) and in particular shall refrain from:
 - a) Any illegal, immoral, abusive, unfair or disrespectful conduct;
 - b) Any behavior preventing cooperation within the framework of a proceeding; contrary to sportsmanship and fair play;
 - c) Any act of discrimination on grounds of gender, origin, color, race, nationality, religion or belief, sexual orientation, wealth or social status or disability;
 - d) Any act of physical, psychological, sexual abuse or harassment;
 - e) Any kind of hate speech, bullying or any other degrading or humiliating treatment;
 - f) Any form of abuse of position, authority, trust or power leading to take advantage or to influence, control or force a person in a weaker position;
 - g) Putting at risk the safety and well-being of other persons in particular through reckless decisions or conducts;
 - h) Making any defamatory public statement outside or within the FIM Family against the FIM, CONUs and FMNs or its representatives, members, staff and officials based on false accusations or inaccurate facts;
 - i) Any situation of conflict between the interests of the FIM and their own interests;
 - j) Counterfeiting, forging, altering or falsifying any document, notably those issued by the FIM, CONUs or FMNs;
 - k) Any form of corruption, bribery or misappropriation of FIM properties and/or funds for private gain;
 - l) Event fixing (“match-fixing”), betting directly or indirectly (e.g. instructing a third party to bet) or manipulating by similar activities the course result of any event or matter under the jurisdiction of the FIM; CONUs and FMNs;

- m) Offering or accepting benefits, gifts, favors or hospitality that exceeds the standards prevailing in the host country, to influence their behavior, except for goodwill tokens of negligible financial value;
- n) Using confidential information acquired during their FIM or CONU activities or after the termination of their position pursuant to which they are covered by this Code, to obtain or attempt to get a personal advantage or for any other illegitimate purpose;
- o) Any misconduct taking place during a FIM or CONU election process.

3. SANCTIONS

- 1 Breaches of this Code (or any other FIM rules and regulations giving rise to the application of this Code) committed by the persons covered in article 1.1, are punishable by one or more of the following sanctions^{3,4}:
 - a) Warning;
 - b) Reprimand;
 - c) Fine from EUR 1'000 up to EUR 1'000'000⁵;
 - d) Cancellation/disqualification of competitive results obtained, with all or part of the resulting consequences including forfeiture of any medals, points, prize money and/or other prizes (withdrawal of a title or award);
 - e) Return of awards, medals, prize money and/or other prizes;
 - f) Deduction of points (for the ongoing and/or a future FIM Championship or FIM Prize);

³ The above-mentioned disciplinary measures or contractual penalties may be imposed on any person bound by this Code. They may be combined.

⁴ When a sanction listed under letter h), i), m), n), o) or p) is imposed by the Ethical Chamber, FMNs are urged to apply it at national level within their sphere of competence.

⁵ Fines must not be less than EUR 1'000.- or more than EUR 1'000'000.-. In the case of individuals, a fine may not exceed EUR 100'000.-.

- g) Suspension entailing disqualification/ineligibility from ongoing FIM Championships or FIM Prizes in progress and/or exclusion/ineligibility from future FIM Championships or FIM Prizes;
- h) Suspension or exclusion for a specified number of FIM Events or activities for a specified period;
- i) Withdrawal of any type of FIM, CONU or FMN licence, subject to the delegation of complaint provided for under article 5.2 of this Code;
- j) Ban on entering a FIM Event;
- k) Community (Motorcycling) social work;
- l) Withholding of FIM revenues (e.g. subsidies);
- m) Exclusion from meetings and activities of FIM and/or CONU statutory bodies for a specified period;
- n) Suspension from a FIM and/or CONU office for a specified period;
- o) Ineligibility for any FIM and/or CONU office or licence for a specified period;
- p) Ban on taking part in any Motorcycling-related activity for a specified period.

3.1 Determination of the Sanction

- 1 The sanctions of the Code shall be proportional to the breach committed by the implicated person. Factors such as nature, severity of the violations, recidivism, duration in time, age of the victim and mitigating circumstances shall be considered by the Ethical Panel for the determination of the sanction.
- 2 In case the Ethical Panel considers that the collaboration of the implicated person was key to investigating other correlated breaches of the Code, such collaboration shall be taken into account when determining the sanction.
- 3 Sanctions may be imposed even in those cases where the breaching conduct does not cause harm.
- 4 The Ethical Chamber may at its own discretion impose more than one sanction provided in article 3. It may also replace or impose sanctions in an alternative manner. The sanction provided in article 3 k) is subject to the consent of the implicated person.

4. **THE ETHICAL CHAMBER**

- 1 The Ethical Chamber is the sole FIM body with jurisdiction to investigate and decide on the breaches of this Code. The Ethical Chamber consists of an Investigative Body and the Ethical Panel.

4.1 **Composition**

- 1 The Ethical Chamber shall be composed of the LJI Director and at least three (3) other members of the LJI and at least four (4) persons with legal backgrounds representing the diversity of the FIM who may be proposed by the FIM, FMNs or CONUs.
- 2 The nomination of all members of the Ethical Chamber must be approved by FIM BD. Subject to any replacement, each member shall have a four (4) year term. A member leaving the Ethical Chamber before the end of his term, for whatever reason, may be replaced for the remainder of his term once the ongoing cases adjudicated by the member are closed.
- 3 The Ethical Chamber exercises its jurisdiction on an ad hoc basis and operates in line with its own Code and any other applicable rules.

4.2 **Investigative Body**

- 1 The members of the Investigative Body conduct investigations led by the LJI Director, pursuant to a complaint. Any member of the Ethical Chamber may be requested by the LJI Director to assist with the investigations. Upon the conclusion of the investigation, the Investigative Body submits a report to the Ethical Panel summarizing its findings with its recommendations.
- 2 The Investigative Body is also responsible for examining the applications of candidates running for election as President, member of the BD or Internal Auditor position. At least three (3) members of the Investigative Body appointed by the LJI Director, shall review such applications and issue a report to all FMNs for information purposes prior to the elections. The mandate of the Investigative Body starts with the opening of the elections and at the latest expires at the end of the GA.

4.3 The Ethical Panel

- 1 The Ethical Panel decides on the breaches of the obligations set out in the Code, following the report from the Investigative Body. For each case, a panel of one (1) or three (3) members from the Ethical Chamber shall be formed to hear the case on the merits depending on its complexity.
- 2 The Director of the LJI shall appoint the members of the Ethical Panel as well as the Chair. The appointment shall be made by the majority of the other members of the Ethical Chamber, in the event that the Director of the LJI has any applicable conflict of interest.
- 3 Should a case related to a possible breach of the present Code lie against the LJI Director or against one (1) or more of the members of the Ethical Chamber, the FIM CEO shall appoint the members of the Ethical Panel.

4.4 Secretariat

- 1 A non-permanent Secretariat service assists the Investigative Body and Ethical Panel with the conduct of the procedure, in particular, with the notifications of the complaint, reports, decisions and the taking of evidence.

4.5 Impartiality and Independence

- 1 Every member of the Ethical Chamber must be and remain impartial and independent of the persons involved in a complaint. For this purpose, members of the Ethical Chamber are required to sign a statement of impartiality and Independence following their appointment (see Appendix III).
- 2 Any member of the Investigative Body or Ethical Panel shall, upon appointment, disclose in writing any facts or circumstances which may affect their independence with respect to any person involved in the procedure.
- 3 Members of the Ethical Chamber shall fulfil and exercise their duties and responsibilities diligently and shall be available to conduct the procedure within a reasonable period of time.

5. **PROCEDURE**

5.1 **Complaint**

- 1 Any complaint based on the breach of the rules of conduct or obligations contained in this Code may be filed by any person. The complaint shall be addressed by email or registered mail, in writing, to the Ethical Chamber Secretariat service (fim.ethical@fim.ch or FIM headquarters) and shall include a brief description of the facts and any means of evidence available.
- 2 To be admissible the complaint shall be filed within 60 days of the complainant's knowledge of the breach of the Code. The Investigative Body nevertheless, at its own discretion, may accept to open an investigation of a complaint filed beyond the deadline.
- 3 Following the filing of the complaint, the Secretariat service of the Ethical Chamber shall transfer the complaint to the LJI Director for the purpose of the investigation.

5.2 **Delegation of Complaint**

- 1 CONUs and FMNs shall establish a body authorized to receive complaints, conduct investigations and take decisions in relation to the breach of this Code. In the absence of such a procedure and body, the complaint may be delegated to the Ethical Chamber.

5.3 **Preliminary Investigations**

- 1 The Investigative Body may at its own discretion open an investigation if it comes into possession of evidence of facts, considered at its first impression, as breaches of the Code.
- 2 The Investigative Body shall conduct appropriate inquiries (e.g. collect any written information, request documents and obtain witness statements). It shall also verify the authenticity of the documents relevant to the case.
- 3 Upon a study of the complaint and of the evidence, the Investigative Body shall prepare a written report, setting out the facts, alleged breaches of the implicated person as well as the conclusions of its investigation and recommendations.

- 4 The report of the Investigative Body shall be sent to the Ethical Panel once it has been constituted within 30 working days of the reception of the complaint sent by Secretariat service. The deadline may be extended on justified grounds.
- 5 In case the Investigative Body finds, at its first impression, that the complaint manifestly falls out of the scope of the Ethical Chamber jurisdiction or there is insufficient evidence to proceed, it shall close the case.
- 6 If an investigation has been closed, such investigation may be reopened in case new facts or evidence suggesting a possible breach come to light.

5.4 Opening of the Procedure

- 1 Based on the report of the Investigative Body and evidence of the case, the Ethical Panel shall decide whether it confirms the opening of the procedure.
- 2 Once the Ethical Panel decides to open the procedure, it shall notify the implicated person of the complaint and the investigation file. The names of the members of the Ethical Panel that have been appointed to hear the case shall be also indicated.

5.5 Submission of the Implicated Person

- 1 Within 15 working days from the notification of the complaint, the implicated person shall have the opportunity to submit a written submission and to produce the evidence that he deems necessary. In this submission, the implicated person may list the name of any witness he intends to call, submit an expert report and state if any other evidentiary measure is necessary.

5.6 Hearing

- 1 A hearing shall be held if the implicated person or the complainant so requests. If deemed appropriate the Ethical Panel may, on its own motion decide to call the implicated person for a hearing or adjudicate the case through a written procedure subject to the implicated person's consent.
- 2 When a hearing is to be held, the Ethical Panel shall notify the person concerned within a reasonable deadline, the date and location of the hearing, as well as the procedural order.
- 3 The Ethical Panel may decide after consulting with the implicated person, and on the basis of the circumstances of the case that the hearing will be conducted remotely by videoconference, telephone or other means.

- 4 The hearing shall not be public and shall be conducted on a confidential basis.
- 5 During the hearing the Ethical Panel hears the implicated person, any witnesses, experts and the complainant if required. The implicated person shall have the opportunity to be heard, including the opportunity to present his opening and final oral arguments.
- 6 The FIM shall in any case have the right to be present as an observer, even if it is not intervening as a party.
- 7 After the hearing is concluded, the Ethical Panel may, on a discretionary basis *suo motu* or at the request of either party, afford them a last opportunity to present a written submission in order to clarify specific issues for the Ethical Panel before any decision is issued.
- 8 Hearings are recorded and archived. Parties may have access to the recording on an exceptional basis and subject to the authorization of the Ethical Panel.

5.7 **Decision**

- 1 The Ethical Panel shall decide based on the case file available, the hearing when applicable and following the deliberations of the Ethical Panel members.
- 2 When the Ethical Panel is composed of more than one member, the decision shall be taken by a majority. The members may dissent and in case of a tie the Chair shall decide.
- 3 The decision shall state the reasons upon which it is based. It shall also be written, dated and include the name of the members of the Ethical Panel.
- 4 The decision may be published on the FIM official website at the discretion of the Ethical Panel.

6. **RULES OF PROCEDURE**

6.1 **Obligation to Report**

- 1 Persons bound by this Code shall immediately report to the Ethical Chamber Secretariat service any breach of the obligations contained in this Code, or any information, incident or fact related to an infringement that may come to their attention.

- 2 Failure to report any infringement of the obligations set out in this Code shall be sanctioned.
- 3 Complaints or reports made maliciously, or with the sole intention of causing harm shall be subject to the sanctions set out in this Code.

6.2 Anonymity

- 1 In matters involving sensitive, personal and confidential information, such as sexual harassment, physical or psychological abuse, or any other sensitive matter, witnesses, complainants and any other person reporting a breach of this Code may request to remain anonymous. The Ethical Panel shall decide upon this request at its discretion.
- 2 For the sake of safety, the Ethical Panel may also decide to conduct the procedure keeping the identity of the complainant or other persons involved anonymous. To this end, the Ethical Panel shall take the necessary procedural measures.

6.3 Obligation to Cooperate

- 1 Persons bound by this Code shall assist, cooperate and contribute truthfully and in good faith with the investigations of the Ethical Chamber. This requires, for example, and without limitation providing oral or written testimony, submitting documents or requests to clarify facts.
- 2 Any failure to cooperate or any intent to obstruct, delay or frustrate any complaint, report or investigation carried out in relation to this Code shall be considered an infringement of the latter and subject to its sanctions.
- 3 Any act or attempt of harassment, retaliation or threat shall be considered as a breach of this Code and subject to its sanctions.

6.4 Obligation of Confidentiality

- 1 An implicated person and any other person involved in the procedure (i.e. complainant, witness, intervener, expert, etc.) shall keep confidential all information in relation to the procedure, unless required by the provisions set out in Appendix I.
- 2 Save as otherwise provided in this Code; Members of the Ethical Chamber and the Secretariat service shall ensure that all the information disclosed to them remains confidential in accordance with Appendix I.

6.5 **Parties**

- 1 The implicated person of the alleged breaches of this Code is a party in the procedure. Following the opening of the procedure, the FIM may participate as a party as well. Representatives must file a copy of their power of attorney.
- 2 An FMN, CONU or any other association, Commission, Teams or organization directly or indirectly involved by the alleged breaches may be requested to participate in the procedure by the Investigative Body or the Ethical Panel to cooperate as interveners, witnesses or experts.
- 3 The complainant is not a party to the proceedings but may participate in the procedure, as intervener or witness, for collaboration purposes, and at the request of the Investigative Body or the Ethical Panel. As a matter of principle, the complainant has no access to the decisions rendered in the procedure, unless the Ethical Panel decides otherwise.

6.6 **Notifications**

- 1 All communications and decisions shall be notified either by email or registered mail or by any other means of verifiable written communication.
- 2 The implicated person or any other person involved in the procedure, shall communicate the email or address to which they want to receive the procedure notifications. Failing this, notifications shall be made to any email or address communicated or used during their professional or personal activities before the procedure (e.g. FIM Yearbook, FIM Family contacts).
- 3 In case the whereabouts of the party are unknown or when notification is unsuccessful, notifications may be made by publication on the FIM official website or by official letter to the FMN, CONU or organization of the implicated person.
- 4 Notifications are considered valid after the confirmation of their reception. In any case the notification is deemed valid from the day it is delivered.

6.7 Time Limits

- 1 Any time limit imposed by the Investigative Body or Ethical Panel begins the day after the notification is received. Official holidays and non-working days are included in the calculation of time limits. In case the last day of the time limit is a holiday or a non-working day in the location where the document is supposed to be filed, the time limit shall expire at the end of the next working day.
- 2 At the request of the parties and under justified grounds the Investigative Body or the Ethical Panel may extend the time limits.

6.8 Language

- 1 The procedure is conducted in one of the FIM's official languages (i.e. French or English). All documents and submissions must be submitted in one of these two official languages.
- 2 The implicated person or any other party involved in the procedure (i.e. the complainant, intervener, witness or expert) may use translation or interpretation services.

6.9 Expedited Procedure

- 1 The Ethical Panel may decide to proceed in an expedited manner in a situation where the circumstances of the case urgently require a prompt decision.

6.10 Challenge

- 1 The LJI Director may decide upon the replacement of a member of the Investigative Body or the Ethical Panel during the course of the procedure, in cases where an alleged lack of impartiality or independence is raised by the implicated person or any other person involved in the procedure (see Appendix II).

6.11 Statute of Limitation

- 1 Breaches of the Code may no longer give rise to the opening of an investigation after a lapse of ten (10) years.
- 2 Prosecution of any kind of sexual abuse is not subject to such limitation period.

6.12 **Provisional Measures**

- 1 During the procedure, the Ethical Panel may order any provisional measure it deems appropriate to protect the complainant or to ensure proper administration of justice, avoid irreparable harm or ensure the safety of the person involved in the procedure.
- 2 Before deciding on the provisional measure, the Ethical Panel shall give the implicated person the opportunity to make a written submission concerning its position.
- 3 Provisional measures shall not apply for more than 30 days and might be extended only twice on an exceptional basis.

6.13 **Evidence**

- 1 Any type of proof may be produced according to the principle of freedom of evidence.
- 2 The Investigative Body shall have the burden of establishing a violation of the Code.

6.14 **Applicable Law**

- 1 This Code shall be construed subsidiarily in accordance with Swiss Law.

6.15 **Costs**

- 1 Procedural costs shall be borne by the implicated person.
- 2 When the implicated person is acquitted, the costs shall be borne by the FIM. The same applies in case the Ethical Panel decides to close the procedure due to the inadmissibility of the claim.

7. **APPEAL**

- 1 A final decision of the Ethical Panel may be appealed before the CAI within a deadline of five (5) days from the date of reception of the contested decision.

APPENDIX I

Confidentiality of the Procedure and Complaints

- 1.** Any Party shall have the right to report proposed breaches of these or other FIM Regulations. Any retaliation or attempts of retaliation shall be considered a breach of the Code and subject to sanction.
- 2.** The FIM Ethical Panel and its Secretariat service shall ensure that protections are in place to protect the identity of the person reporting the alleged breach and the confidentiality of these proceedings. These protections of identity shall extend to the subsequent hearing process if the person reporting the breach wishes to testify before the Ethical Panel in a confidential manner so long as the implicated party's right to be heard is also respected.
- 3.** Persons bound by this Code who are required to cooperate with the Ethical Chamber Panel in a specific case, regardless of whether they are involved as a party, as a witness, or in any other role, shall treat the information provided and their involvement strictly confidential, unless otherwise instructed by the Ethical Panel.
- 4.** The Parties shall not disclose information entrusted to them by the FIM unless approved by the FIM or required by law. For the avoidance of doubt, this includes any information received because of their status as Parties. The principle of confidentiality shall be strictly respected. The obligations of the Parties extend after the end of their relationship with the FIM.
- 5.** The members of the Ethical Chamber and the Secretariat service shall ensure that everything disclosed to them during the course of their duty remains confidential, in particular, deliberations and private personal data.
- 6.** The principle of confidentiality must be strictly respected by the FIM Ethical Chamber members during all the procedure; information should be exchanged with entities only in case of necessity. Confidentiality must also be strictly respected by any person concerned by the procedure until there is public disclosure of the case.

7. Save for good cause shown by any party, all hearings before the FIM Ethical Chamber shall be conducted on a private and confidential basis, attended only by the parties to the proceedings and their representatives and witnesses, as well as any third party/ies and their representatives permitted under the applicable rules to attend in order to participate in and/or observe the proceedings.
8. Notwithstanding paragraphs above, FIM if deemed necessary and in an appropriate form, may inform the public about or confirm ongoing or closed proceedings, and rectify information that is wrong or rumors. Any release of such information shall respect the presumption of innocence and the personal rights of those concerned.
9. Final decisions may be published on the official FIM website and/or the official FIM publications.
10. Violations of this appendix shall be sanctioned with an appropriate fine.

APPENDIX II

General Obligations of the Ethical Chamber

- 1.** Members of the Ethical Chamber shall be aware of the importance of their duties and concomitant obligations and responsibilities. In particular, persons bound by this Code shall fulfil and exercise their duties and responsibilities diligently.
- 2.** Members of the Ethical Chamber shall appreciate the impact their conduct may have on the FIM's reputation and shall therefore always behave in a dignified, ethical manner and act with complete credibility and integrity.
- 3.** Members of the Ethical Chamber must refrain from any attempt or behaviour that might give rise to the appearance or suspicion of improper conduct.
- 4.** An obligation to report as soon as possible clear breaches of the Code by others that come to their attention is imposed on any person bound by the Code.
- 5.** Members of the Ethical Chamber shall use due care and diligence in fulfilling their mission. At all times, they shall act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They shall refrain from any act involving fraud or corruption. They must not act in a manner likely to tarnish the reputation of the FIM.
- 6.** Members of the Ethical Chamber must refrain from placing themselves in any conflict of interest.

APPENDIX III

Statement of Impartiality and Independence

I, the undersigned, (last name, first name), hereby certify and declare on my honor that:

1. I have no conflict of interest or potential conflict of interest with the parties involved in the case, the witnesses, the FIM or any other person participating in any manner in the case before the FIM Ethical Chamber.
2. Should a potential conflict of interest arise, I shall openly declare it and abstain myself from performing my duties before the FIM Ethical Chamber.
3. I shall act in conformity with the principles of dignity, independence, transparency, due diligence, responsibility and protection of the FIM's name.
4. I shall not obtain or seek to obtain any direct or indirect financial benefit in my capacity.
5. I shall always respect and apply the FIM regulations.
6. I shall always observe confidentiality: all the information shared in the framework of the case before the FIM Ethical Chamber must be kept confidential and shall not be disclosed, unless expressly authorized to do so.

Date:

Location:

Signature: